

**ORDINANCE NO. 6875-12**

**AN ORDINANCE PROVIDING FOR THE ADOPTION OF A CLASSIFICATION AND PAY PLAN FOR THE EMPLOYEES OF THE CITY OF NEWPORT NEWS FOR FISCAL YEAR 2013.**

BE IT ORDAINED by the Council of the City of Newport News pursuant to Section 4.02(D) of the Charter of the City of Newport News:

1. That the Classification and Pay Plan effective July 1, 2011, is hereby amended to be effective July 1, 2012, for the Fiscal Year 2013, which said provisions, as amended, are attached hereto and made a part hereof.

2. All employees of the City of Newport News shall be included in the classification plan with the exception of the following:

(a) Officials elected by the people and persons appointed to fill vacancies in elective offices, and employees of Constitutional Officers unless inclusion of employees of Constitutional Officers in the Classification and Pay Plan is specifically approved by the City Manager;

(b) Members of boards and commissions, the City Manager, the City Attorney, the City Clerk, and other positions appointed by City Council, the City Registrar, and persons appointed by the Judges of the Circuit Court;

(c) The Assistant City Managers, Executive staff and attorneys employed in the City Attorney's Office;

(d) Employees of the school board;

(e) Licensed physicians employed by the City in their professional capacities;

(f) Persons temporarily employed in a professional or scientific capacity, or to conduct a special inquiry, investigation or examination if the Council or the City Manager certifies that such employment is temporary and that the work shall not be performed by employees in the classified service; and

(g) Persons employed in temporary or regular part-time jobs which are not equivalent to jobs included in the classification plan.

3. Employees of agencies for which the City acts as fiscal agent are not employees of the City of Newport News.

4. The City Manager and the Director of Human Resources are authorized to promulgate and administer provisions which govern salary adjustments for employees and to implement the changes made necessary by the adoption of this amended Fiscal Year 2013 Classification and Pay Plan.

5. (a) Supplemental pay may be authorized by Council for employees who have responsibilities in addition to their regular job assignments which involve specialized work and which require additional training or qualifications.

(b) The City Manager shall promulgate rules, regulations and procedures for supplemental pay which procedure may result in a recommendation to City Council for supplemental pay.

(c) Supplemental pay is hereby authorized for the following assignments for eligible employees as determined by the respective department head:

(1) One hundred twenty-five dollars (\$125.00) per month for eligible Firefighter/Medics, Firefighter/Medic Technicians and Fire and Emergency Medical Services Officers who actively serve on the Fire Department's Hazardous Materials (HAZ/MAT) Team, the Technical Rescue Team, the Dive Team, the Hazardous Device Team, the Marine Incident Response Team, or the Fire Prevention Team.

(2) Three hundred thirty-three dollars (\$333.00) per month for Firefighter/Medics, Firefighter/Medic Technicians and Fire and Emergency Medical Services Officers who are certified by the Commonwealth of Virginia and actively serve as Paramedics.

(3) One hundred twenty-five dollars (\$125.00) per month for Police Officers who serve as a field training officer or a Tactical Team member.

(4) Up to four hundred dollars (\$400.00) per year for regular full-time employees who actively serve on the Emergency Operation Center Administrative Management Support Team and who meet all team requirements. Team members who have successfully served in this capacity for three (3) full years and who meet all criteria established by the City Manager shall be granted up to six hundred dollars (\$600.00) per year. Regular full-time employees who serve as team leaders shall be granted a supplement of up to one thousand dollars (\$1,000.00) per year in lieu of the above payments. The City Manager is authorized to promulgate and administer provisions which govern this supplemental pay.

(5) Eighty-four dollars (\$84.00) per month for Public Utilities employees who serve on the department's Asbestos Response Team.

(6) Sixty-two dollars and fifty cents (\$62.50) per month for Police Officers who serve as drivers for the Police Incident Response Team and for Police Officers who serve as drivers for the Police TACT Team.

6. (a) Allowances may be authorized by City Council for employees who hold certain certifications or educational attainments.

(b) The City Manager shall promulgate rules, regulations and procedures for allowances which procedure may result in a recommendation to City Council for allowances.

(c) Allowances are hereby authorized for the following assignments for eligible employees as determined by the respective department head:

(1) An allowance of one thousand dollars (\$1,000.00) annually is authorized for those members of the appraisal staff who gain the professional designation of Certified Assessment Evaluator (CAE) as certified by the International Association of Assessing Officers, or equivalent. An allowance of two thousand five hundred dollars (\$2,500.00) annually is authorized for those members of the appraisal staff who gain the professional designation of Member of Appraisal Institute (MAI) as certified by the American Institute of Real Estate Appraisers, or equivalent.

(2) An allowance is authorized in the following amounts for those skilled trades employees who have successfully completed a state registered apprenticeship program in the trade in which they are actively employed, as recognized by the City:

(aa) Forty cents (\$.40) per hour for successful completion of a two-year apprenticeship program.

(bb) Fifty cents (\$.50) per hour for successful completion of a three-year apprenticeship program.

(cc) Sixty-two cents (\$.62) per hour for successful completion of a four-year apprenticeship program.

(dd) Seventy-five cents (\$.75) per hour for successful completion of a five-year apprenticeship program.

(3) Employees who are in jobs which require the incumbent to possess a full set of automotive mechanic hand tools and a locking tool box may be granted a tool allowance of up to seven hundred fifty dollars (\$750.00) annually. Employees who serve as full-time SCBA (Self-Contained Breathing Apparatus) Technicians and who are required to possess a full set of mechanical hand tools with a locking tool box may be granted a tool allowance of up to two hundred fifty dollars (\$250.00) annually. The City Manager is authorized to promulgate and administer provisions which govern the tool allowance.

7. The City Manager is responsible for the overall administration of the City's Classification and Pay Plan and for promulgating policies and procedures for the equitable administration of the plan.

8. The City Manager is hereby authorized to create and establish new job classifications and jobs and to reclassify existing jobs and make changes in employee

classifications to provide for proper administration of the Classification and Pay Plan.

9. The City Manager is hereby authorized to establish policies governing the award of any additional compensation to employees in positions exempt from the provisions of the Fair Labor Standards Act and the circumstances under which such compensation may be made.

10. The City Manager shall cause to have conducted an annual review of wages and salaries and present to Council each year a recommended revision to the Classification and Pay Plan which will take into consideration movement of wages and salaries within the appropriate labor market and which will maintain equitable and competitive salary ranges.

11. Notwithstanding any other provision of this ordinance, the City Attorney, the Commonwealth Attorney and the City Clerk, with the prior approval of the City Council, shall have sole discretion and control over aspects of the administration of the Classification and Pay Plan as it relates to their respective deputies and assistants.

12. For Fiscal Year 2013, each current regular full-time employee who is a member of the Virginia Retirement System under Section 31-34 of the Code of the City of Newport News, Virginia, shall receive on July 1, 2012, a one time general wage increase of five and three-quarters percent (5.75%); said increase shall be used to offset the member contribution of five percent (5%) of creditable compensation on a salary reduction basis to Virginia Retirement System required by Chapter 822 of the 2012 Virginia Acts of Assembly, and shall also be used to offset the members' increases in Federal Insurance Contributions Act (FICA) and other taxes incurred due to the five and three-quarters percent (5.75%) salary adjustment.

13. For Fiscal Year 2013, each current regular full-time employee who was also a regular full-time employee on or before November 1, 2012, shall receive on January 1, 2013, a general wage increase of one and one-half percent (1.5%), providing the employee is in good standing and is not on any formal performance improvement plan (for those employees that have performance issues). This general wage increase will apply to any employee in good standing in the General, Hourly, Fire/Police, Sworn and Non-Sworn Employees of the Sheriff, and Constitutional Officers and their staffs; and the one and one-half percent (1.5%) increase shall be applicable to part-time employees whose positions are established in the General & Hourly Schedule and are in good standing. The one and one-half percent (1.5%) increase hereby granted shall not be applicable to employees whose positions are established in the Part-time and Temporary Schedule. For those employees that are not in good standing or have a formal performance improvement plan, the one and one-half percent (1.5%) increase will be granted effective on the date that the formal performance improvement plan is complete. The one and one-half percent (1.5%) increase will not be retroactive to January 1, 2013, unless completion of the formal performance improvement plan occurs on or before that date.

14. This ordinance shall be in effect on and after July 1, 2012.

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PASSED BY THE COUNCIL OF THE CITY OF NEWPORT NEWS ON MAY 8, 2012

Mabel Washington Jenkins, MMC  
City Clerk

McKinley L. Price, DDS  
Mayor

A true copy, teste:

City Clerk

**EFFECTIVE DATE**

**July 1, 2012**

**MANAGEMENT & EXECUTIVE STAFF (E-XX)**  
**EXEMPT**

Assistant City Manager  
Assistant to the City Manager  
Executive Office Administrator

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**DEPARTMENT HEAD (M-XX)**  
**EXEMPT**

Administrator of Self Insurance Program  
Chief of Police\*  
City Assessor  
Director of Adult Corrections  
Director of Budget & Evaluation  
Director of Codes Compliance  
Director of Development  
Director of Engineering  
Director of Finance  
Director of Human Resources  
Director of Human Services  
Director of Information Technology  
Director of Internal Audit  
Director of Juvenile Services  
Director of Libraries & Information Services  
Director of Parks, Recreation & Tourism  
Director of Planning  
Director of Public Utilities  
Director of Public Works  
Director of Purchasing  
Director of Vehicle & Equipment Services  
Fire Chief\*

## GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Accountant I	G-13	E	\$37,660	\$63,383
Accountant II	G-16	E	\$45,150	\$75,980
Accountant, Senior	G-17	E	\$47,985	\$80,769
Accounting Assistant I	G-04	N	\$21,835	\$35,639
Accounting Assistant II	G-06	N	\$24,630	\$40,194
Accounting Assistant, Senior	G-07	N	\$26,160	\$42,677
Accounting Coordinator	G-14	E	\$40,015	\$67,336
Accounting Manager	G-18	E	\$51,055	\$85,920
Accounting Specialist	G-11	N	\$33,345	\$56,121
Accounting Technician	G-08	N	\$27,785	\$45,319
Accounts Payable Supervisor	G-11	N	\$33,345	\$56,121
Accounts Payable Technician I	G-06	N	\$24,630	\$40,194
Accounts Payable Technician II	G-08	N	\$27,785	\$45,319
Accounts Payable Technician, Senior	G-10	N	\$31,370	\$51,204
Accreditation Manager I	G-12	E	\$35,425	\$59,609
Accreditation Manager II	G-13	E	\$37,660	\$63,383
Administration Manager	G-19	E	\$54,215	\$91,239
Administrative Assistant I	G-04	N	\$21,835	\$35,639
Administrative Assistant II	G-06	N	\$24,630	\$40,194
Administrative Assistant, Senior	G-08	N	\$27,785	\$45,319
Administrative Coordinator	G-10	N	\$31,370	\$51,204
Administrative Coordinator, Senior	G-12	N	\$35,425	\$59,609
Administrative Services Coordinator	G-16	E	\$45,150	\$75,980
Administrative Support Bureau Supervisor	G-15	E	\$42,525	\$71,564
Administrator of Building Services	G-23	E	\$69,135	\$116,367
Administrator of Community Recreation	G-21	E	\$61,215	\$103,031
Administrator of Development Projects	G-18	E	\$51,055	\$85,920
Administrator of Financial Management	G-18	E	\$51,055	\$85,920
Administrator of Fiscal Services	G-19	E	\$54,215	\$91,239
Administrator of Parks	G-23	E	\$69,135	\$116,367
Administrator of Recreation Programs	G-21	E	\$61,215	\$103,031
Administrator of Solid Waste	G-23	E	\$69,135	\$116,367
Administrator of Stormwater Operations	G-23	E	\$69,135	\$116,367
Administrator of Street Maintenance	G-23	E	\$69,135	\$116,367
Administrator of Tourism	G-21	E	\$61,215	\$103,031
Administrator of Wastewater	G-23	E	\$69,135	\$116,367
Animal Control Officer I	G-08	N	\$27,785	\$45,319
Animal Control Officer II	G-10	N	\$31,370	\$51,204
Animal Control Officer, Senior	G-11	N	\$33,345	\$56,121
Animal Services Technician I	G-04	N	\$21,835	\$35,639
Animal Services Technician II	G-06	N	\$24,630	\$40,194
Appraiser I	G-12	E	\$35,425	\$59,609
Appraiser II	G-14	E	\$40,015	\$67,336
Appraiser III	G-15	E	\$42,525	\$71,564
Appraiser Supervisor	G-20	E	\$57,605	\$96,951
Appraiser, Senior	G-17	E	\$47,985	\$80,769
Aquatics Operations Coordinator	G-13	E	\$37,660	\$63,383
Aquatics Program Coordinator	G-13	E	\$37,660	\$63,383
Aquatics Supervisor	G-14	E	\$40,015	\$67,336
Archeologist	G-10	N	\$31,370	\$51,204
Archeologist, Senior	G-13	E	\$37,660	\$63,383
Architect I	G-15	E	\$42,525	\$71,564
Architect II	G-17	E	\$47,985	\$80,769

## GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Architect III	G-18	E	\$51,055	\$85,920
Architectural Inspector I	G-10	N	\$31,370	\$51,204
Architectural Inspector II	G-12	N	\$35,425	\$59,609
Architectural Inspector, Senior	G-14	N	\$40,015	\$67,336
Asbestos Technician, Senior	G-15	N	\$42,525	\$71,564
Asphalt Finisher	H-08	N	\$12.86	\$19.87
Asphalt Finisher, Senior	H-09	N	\$13.66	\$21.14
Asset Management Administrator	G-19	E	\$54,215	\$91,239
Assistant Administrator of Solid Waste	G-18	E	\$51,055	\$85,920
Assistant Administrator of Stormwater	G-18	E	\$51,055	\$85,920
Assistant Administrator of Street Maintenance	G-18	E	\$51,055	\$85,920
Assistant Administrator of Wastewater	G-18	E	\$51,055	\$85,920
Assistant Automotive Superintendent	H-16	N	\$20.86	\$31.24
Assistant Buyer	G-10	N	\$31,370	\$51,204
Assistant Chief of Civil Design Engineering	G-21	E	\$61,215	\$103,031
Assistant Chief of Transportation Engineering	G-21	E	\$61,215	\$103,031
Assistant Director of Administrative Support Services	G-19	E	\$54,215	\$91,239
Assistant Director of Codes Compliance	G-21	E	\$61,215	\$103,031
Assistant Director of Development	G-23	E	\$69,135	\$116,367
Assistant Director of Engineering	G-25	E	\$78,045	\$131,366
Assistant Director of Finance	G-21	E	\$61,215	\$103,031
Assistant Director of Human Resources	G-22	E	\$65,040	\$109,462
Assistant Director of Information Technology	G-25	E	\$78,045	\$131,366
Assistant Director of Parks, Recreation & Tourism	G-24	E	\$73,455	\$123,635
Assistant Director of Public Utilities	G-25	E	\$78,045	\$131,366
Assistant Director of Public Works Administration	G-22	E	\$65,040	\$109,462
Assistant Director of Public Works Operations	G-24	E	\$73,455	\$123,635
Assistant Fire Chief*	G-22	E	\$65,040	\$109,462
Assistant Golf Professional	G-06	N	\$24,630	\$40,194
Assistant Police Chief*	G-25	E	\$78,045	\$131,366
Assistant Recreation Center Supervisor	G-05	N	\$23,190	\$37,827
Assistant Recreation Program Coordinator	G-08	N	\$27,785	\$45,319
Assistant Recycling Coordinator	G-13	E	\$37,660	\$63,383
Athletic Assistant	G-03	N	\$20,560	\$33,543
Athletic Field & Turf Supervisor	G-14	E	\$40,015	\$67,336
Automotive Parts Superintendent	G-17	E	\$47,985	\$80,769
Automotive Technician I	H-10	N	\$14.51	\$22.35
Automotive Technician II	H-13	N	\$17.40	\$27.16
Automotive Technician, Master	H-15	N	\$19.63	\$29.91
Automotive Welder	H-13	N	\$17.40	\$27.16
Benefits Coordinator	G-10	N	\$31,370	\$51,204
Benefits Coordinator, Senior	G-11	N	\$33,345	\$56,121
Budget Analyst I	G-12	E	\$35,425	\$59,609
Budget Analyst II	G-14	E	\$40,015	\$67,336
Budget Analyst, Senior	G-17	E	\$47,985	\$80,769
Budget Manager	G-19	E	\$54,215	\$91,239
Building Codes Inspector	G-12	N	\$35,425	\$59,609
Building Codes Inspector, Senior	G-14	N	\$40,015	\$67,336
Building Supervisor	G-12	N	\$35,425	\$59,609
Business Analyst A	G-14	E	\$40,015	\$67,336
Business Analyst B	G-16	E	\$45,150	\$75,980
Business Analyst C	G-17	E	\$47,985	\$80,769
Business Development Specialist	G-14	E	\$40,015	\$67,336
Business Process Analyst	G-12	E	\$35,425	\$59,609
Business Project Manager	G-19	E	\$54,215	\$91,239

## GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Business Retention Coordinator	G-16	E	\$45,150	\$75,980
Buyer I	G-11	E	\$33,345	\$56,121
Buyer II	G-14	E	\$40,015	\$67,336
Buyer Support Coordinator	G-11	N	\$33,345	\$56,121
Buyer, Senior	G-16	E	\$45,150	\$75,980
Call Taker	G-07	N	\$26,160	\$42,677
Carpenter I	H-08	N	\$12.86	\$19.87
Carpenter II	H-12	N	\$16.38	\$25.62
Carpenter Specialist	H-13	N	\$17.40	\$27.16
Chief Deputy City Clerk	G-14	E	\$40,015	\$67,336
Chief Engineer of Video Services	G-15	E	\$42,525	\$71,564
Chief of Civil Design Engineering	G-23	E	\$69,135	\$116,367
Chief of Distribution Engineering	G-23	E	\$69,135	\$116,367
Chief of Eligibility	G-20	E	\$57,605	\$96,951
Chief of Environmental Engineering	G-23	E	\$69,135	\$116,367
Chief of Facilities Engineering	G-23	E	\$69,135	\$116,367
Chief of Fiscal Operations	G-18	E	\$51,055	\$85,920
Chief of Forest Resources	G-18	E	\$51,055	\$85,920
Chief of Operations Engineering	G-23	E	\$69,135	\$116,367
Chief of Social Work Services	G-20	E	\$57,605	\$96,951
Chief of Transportation Engineering	G-23	E	\$69,135	\$116,367
Chief Ranger	G-17	E	\$47,985	\$80,769
Codes Compliance Inspector I	G-09	N	\$29,520	\$48,175
Codes Compliance Inspector II	G-11	N	\$33,345	\$56,121
Codes Compliance Inspector III	G-12	N	\$35,425	\$59,609
Codes Compliance Inspector, Senior	G-14	N	\$40,015	\$67,336
Codes Enforcement Administrator	G-21	E	\$61,215	\$103,031
Codes Management Analyst	G-12	E	\$35,425	\$59,609
Combination Building Codes Inspector	G-13	N	\$37,660	\$63,383
Communications & Promotions Coordinator	G-14	E	\$40,015	\$67,336
Communications & Public Information Coordinator	G-14	E	\$40,015	\$67,336
Communications Manager, 311	G-19	E	\$54,215	\$91,239
Communications Manager, 911	G-19	E	\$54,215	\$91,239
Communications Project Coordinator	G-14	N	\$40,015	\$67,336
Communications Systems Manager	G-19	E	\$54,215	\$91,239
Communications Systems Specialist	G-16	E	\$45,150	\$75,980
Community Programs Administrator	G-17	E	\$47,985	\$80,769
Community Relations & Communications Specialist	G-12	E	\$35,425	\$59,609
Community Relations & Program Coordinator	G-14	E	\$40,015	\$67,336
Community Resource Coordinator	G-15	E	\$42,525	\$71,564
Comprehensive Services Act Coordinator	G-18	E	\$51,055	\$85,920
Comptroller	G-19	E	\$54,215	\$91,239
Computer Aided Design Support Coordinator	G-15	N	\$42,525	\$71,564
Computer Lab Specialist	G-11	E	\$33,345	\$56,121
Computer Operator	G-09	N	\$29,520	\$48,175
Concrete Specialist	H-10	N	\$14.51	\$22.35
Concrete Worker	H-08	N	\$12.86	\$19.87
Concrete Worker, Senior	H-09	N	\$13.66	\$21.14
Construction & Maintenance Worker I	H-04	N	\$10.09	\$13.96
Construction & Maintenance Worker II	H-05	N	\$10.72	\$14.86
Construction & Maintenance Worker, Senior	H-07	N	\$12.10	\$18.91
Construction Contracts Coordinator	G-11	N	\$33,345	\$56,121
Construction Inspection Supervisor	G-16	N	\$42,525	\$71,564

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Construction Inspector I	G-10	N	\$31,370	\$51,204
Construction Inspector II	G-12	N	\$35,425	\$59,609
Construction Inspector, Senior	G-14	N	\$40,015	\$67,336
Construction Specialist	H-14	N	\$18.48	\$28.50
Cook	G-04	N	\$21,835	\$35,639
Cook, Senior	G-05	N	\$23,190	\$37,827
Coordinator of Emergency Management	G-20	E	\$57,605	\$96,951
Coordinator of Public Information & Media Relations	G-17	E	\$47,985	\$80,769
Corrections Captain	G-16	E	\$45,150	\$75,980
Corrections Lieutenant	G-14	E	\$40,015	\$67,336
Corrections Officer	G-10	N	\$31,370	\$51,204
Corrections Officer, Senior	G-11	N	\$33,345	\$56,121
Corrections Sergeant	G-13	N	\$37,660	\$63,383
Crew Leader	H-08	N	\$12.86	\$19.87
Crew Supervisor A	H-09	N	\$13.66	\$21.14
Crew Supervisor B	H-12	N	\$16.38	\$25.62
Crew Supervisor C	H-14	N	\$18.48	\$28.50
Crime Analyst	G-14	E	\$40,015	\$67,336
Crime Analyst Supervisor	G-16	E	\$45,150	\$75,980
Custodial Supervisor	H-12	N	\$16.38	\$25.62
Custodian I	H-02	N	\$8.94	\$12.11
Custodian II	H-03	N	\$9.49	\$13.12
Custodian, Lead	H-05	N	\$10.72	\$14.86
Custodian, Senior	H-04	N	\$10.09	\$13.96
Customer Service Assistant I	G-04	N	\$21,835	\$35,639
Customer Service Assistant II	G-06	N	\$24,630	\$40,194
Customer Service Assistant, Senior	G-07	N	\$26,160	\$42,677
Customer Services Manager	G-19	E	\$54,215	\$91,239
Data Center Supervisor	G-13	N	\$37,660	\$63,383
Deputy Assessor	G-22	E	\$65,040	\$109,462
Deputy City Clerk I	G-06	N	\$24,630	\$40,194
Deputy City Clerk II	G-10	N	\$31,370	\$51,204
Deputy Director of Human Services	G-23	E	\$69,135	\$116,367
Deputy Director of Juvenile Services	G-23	E	\$69,135	\$116,367
Deputy Director of Purchasing	G-21	E	\$61,215	\$103,031
Deputy Fire Chief*	G-25	E	\$78,045	\$131,366
Desktop Support Technician	G-05	N	\$23,190	\$37,827
Digital Services Manager	G-18	N	\$51,055	\$85,920
Dispatch Supervisor, 911	G-15	N	\$42,525	\$71,564
Dispatcher I, 911	G-08	N	\$27,785	\$45,319
Dispatcher II, 911	G-11	N	\$33,345	\$56,121
Dispatcher, Senior, 911	G-13	N	\$37,660	\$63,383
Distribution Manager	G-24	E	\$73,455	\$123,635
Dock Master	G-11	N	\$33,345	\$56,121
Dock Master, Assistant	G-10	N	\$31,370	\$51,204
Economic Analyst I	G-11	E	\$33,345	\$56,121
Economic Analyst II	G-14	E	\$40,015	\$67,336
Economic Analyst, Senior	G-17	E	\$47,985	\$80,769
Education Specialist	G-11	E	\$33,345	\$56,121
Electrical Instrumentation & Control Superintendent	G-18	E	\$51,055	\$85,920
Electrical Specialist	H-15	N	\$19.63	\$29.91
Electrical Specialist, Senior	H-17	N	\$22.18	\$32.78
Electrician I	H-09	N	\$13.66	\$21.14

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Electrician II	H-12	N	\$16.38	\$25.62
Electronic Benefits Transfer Coordinator	G-13	E	\$37,660	\$63,383
Electronics Specialist	H-16	N	\$20.86	\$31.24
Electronics Technician	H-13	N	\$17.40	\$27.16
Eligibility Supervisor	G-15	E	\$42,525	\$71,564
Eligibility Supervisor, Senior	G-17	E	\$47,985	\$80,769
Eligibility Worker I	G-10	N	\$31,370	\$51,204
Eligibility Worker II	G-11	N	\$33,345	\$56,121
Eligibility Worker, Senior	G-12	N	\$35,425	\$59,609
Emergency Medical Services Chief*	G-23	E	\$69,135	\$116,367
Emergency Operations Planner I	G-12	E	\$35,425	\$59,609
Emergency Operations Planner II	G-13	E	\$37,660	\$63,383
Emergency Operations Technician	G-11	N	\$33,345	\$56,121
Employee and Retirement Benefits Manager	G-18	E	\$51,055	\$85,920
Employment Services Supervisor	G-17	E	\$47,985	\$80,769
Employment Services Supervisor, Senior	G-18	E	\$51,055	\$85,920
Employment Services Worker I	G-12	E	\$35,425	\$59,609
Employment Services Worker II	G-14	E	\$40,015	\$67,336
Employment Services Worker, Senior	G-15	E	\$42,525	\$71,564
Energy Efficiency Project Coordinator	G-18	E	\$51,055	\$85,920
Engineer I	G-16	E	\$45,150	\$75,980
Engineer II	G-18	E	\$51,055	\$85,920
Engineer III	G-20	E	\$57,605	\$96,951
Engineer, Senior	G-23	E	\$69,135	\$116,367
Engineering Specialist I	G-16	E	\$45,150	\$75,980
Engineering Specialist II	G-18	E	\$51,055	\$85,920
Engineering Specialist, Senior	G-20	E	\$57,605	\$96,951
Engineering Technician I	G-09	N	\$29,520	\$48,175
Engineering Technician II	G-11	N	\$33,345	\$56,121
Engineering Technician III	G-12	N	\$35,425	\$59,609
Engineering Technician, Senior	G-14	N	\$40,015	\$67,336
Enterprise Manager	G-23	E	\$69,135	\$116,367
Environmental Management Systems Manager	G-17	E	\$47,985	\$80,769
Environmental Scientist I	G-13	E	\$37,660	\$63,383
Environmental Scientist II	G-14	E	\$40,015	\$67,336
Environmental Specialist	G-14	E	\$40,015	\$67,336
Equipment Operator A	H-07	N	\$12.10	\$18.91
Equipment Operator B	H-08	N	\$12.86	\$19.87
Equipment Operator Specialist	H-12	N	\$16.38	\$25.62
Equipment Operator, Master	H-11	N	\$15.41	\$23.64
Equipment Operator, Senior	H-09	N	\$13.66	\$21.14
Executive Assistant	G-10	N	\$31,370	\$51,204
Executive Assistant to the City Manager	G-13	N	\$37,660	\$63,383
Facilities Environmental Manager	G-18	E	\$51,055	\$85,920
Facilities Manager	G-24	E	\$73,455	\$123,635
Family Assessment & Planning Team Coordinator	G-14	E	\$40,015	\$67,336
Family Support Worker I	G-05	N	\$23,190	\$37,827
Family Support Worker II	G-08	N	\$27,785	\$45,319
Field Engineer	G-23	E	\$69,135	\$116,367
Financial Analyst	G-11	E	\$33,345	\$56,121
Financial Management Analyst	G-14	E	\$40,015	\$67,336
Financial Services Administrator	G-17	E	\$47,985	\$80,769
Financial Services Analyst	G-16	E	\$45,150	\$75,980

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Financial Services Assistant	G-05	N	\$23,190	\$37,827
Fire Battalion Chief*	G-21	E	\$61,215	\$103,031
Fire Equipment Specialist	H-15	N	\$19.63	\$29.91
Fire Marshal*	G-22	E	\$65,040	\$109,462
Fire Prevention Inspector I	G-09	N	\$29,520	\$48,175
Fire Prevention Inspector II	G-11	N	\$33,345	\$56,121
Fire Public Education Coordinator	G-16	E	\$45,150	\$75,980
Fire Public Educator	G-11	E	\$33,345	\$56,121
Fire Public Relations & Information Officer	G-15	E	\$42,525	\$71,564
Fleet Maintenance Supervisor	G-14	N	\$40,015	\$67,336
Fleet Operations Superintendent	G-17	E	\$47,985	\$80,769
Fleet Support Manager	G-17	E	\$47,985	\$80,769
Food Services Supervisor	G-13	N	\$37,660	\$63,383
Forensic Technician	G-10	N	\$31,370	\$51,204
Forensic Technician, Senior	G-13	N	\$37,660	\$63,383
Forest Technician I	G-05	N	\$23,190	\$37,827
Forest Technician II	G-08	N	\$27,785	\$45,319
Forester	G-14	E	\$40,015	\$67,336
Fraud Investigator	G-14	N	\$40,015	\$67,336
General Services Manager	G-23	E	\$69,135	\$116,367
Generator Mechanic I	H-08	N	\$12.86	\$19.87
Generator Mechanic II	H-12	N	\$16.38	\$25.62
Generator Specialist	H-15	N	\$19.63	\$29.91
Geographic Information System Cartographic Specialist	G-13	N	\$37,660	\$63,383
Geographic Information System Cartographic Technician	G-10	N	\$31,370	\$51,204
Geographic Information System Manager	G-18	E	\$51,055	\$85,920
Geographic Information System Programmer/Analyst I	G-16	E	\$45,150	\$75,980
Geographic Information System Programmer/Analyst II	G-17	E	\$47,985	\$80,769
Golf Course Superintendent	G-17	E	\$47,985	\$80,769
Golf Course Technician I	H-05	N	\$10.72	\$14.86
Golf Course Technician II	H-07	N	\$12.10	\$18.91
Golf Professional	G-14	E	\$40,015	\$67,336
Grants Accountant	G-16	E	\$45,150	\$75,980
Graphics Coordinator	G-15	E	\$42,525	\$71,564
Graphics Designer	G-10	N	\$31,370	\$51,204
Groundskeeper	H-04	N	\$10.09	\$13.96
Groundskeeper, Senior	H-05	N	\$10.72	\$14.86
Group Sales Coordinator	G-14	E	\$40,015	\$67,336
Healthy Families Supervisor	G-17	E	\$47,985	\$80,769
Healthy Families/Prevention Services Senior Supervisor	G-18	E	\$51,055	\$85,920
Help Desk Coordinator	G-12	N	\$35,425	\$59,609
Help Desk Engineer	G-14	N	\$40,015	\$67,336
Help Desk Engineer Manager	G-20	E	\$57,605	\$96,951
Help Desk Engineer Supervisor	G-17	E	\$47,985	\$80,769
Historic Sites Project Coordinator	G-12	E	\$35,425	\$59,609
Historic Site Assistant	G-05	N	\$23,190	\$37,827
Historic Site Coordinator	G-15	E	\$42,525	\$71,564
Historic Site Curator	G-13	E	\$37,660	\$63,383
Horticulture Programs Coordinator	G-11	E	\$33,345	\$56,121
Housing Coordinator	G-12	N	\$35,425	\$59,609
Housing Specialist	G-14	E	\$40,015	\$67,336
Human Resources Assistant	G-08	N	\$27,785	\$45,319
Human Resources Generalist	G-15	E	\$42,525	\$71,564

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Human Resources Generalist, Senior	G-16	E	\$45,150	\$75,980
Human Resources Manager	G-19	E	\$54,215	\$91,239
Human Resources Specialist	G-13	E	\$37,660	\$63,383
Hydrant Repair Specialist	H-10	N	\$14.51	\$22.35
Hype Mentor Program Coordinator	G-13	E	\$37,660	\$63,383
Inflow Infiltration Technician	H-10	N	\$14.51	\$22.35
Information Coordinator	G-10	N	\$31,370	\$51,204
Information Services Specialist I	G-10	N	\$31,370	\$51,204
Information Services Specialist II	G-11	N	\$33,345	\$56,121
Information Services Specialist, Senior	G-12	E	\$35,425	\$59,609
Information Technology Analyst A	G-14	E	\$40,015	\$67,336
Information Technology Analyst B	G-16	E	\$45,150	\$75,980
Information Technology Analyst C	G-17	E	\$47,985	\$80,769
Information Technology Auditor	G-19	E	\$54,215	\$91,239
Information Technology Manager	G-23	E	\$69,135	\$116,367
Information Technology Project Manager A	G-18	E	\$51,055	\$85,920
Information Technology Project Manager B	G-19	E	\$54,215	\$91,239
Information Technology Project Manager C	G-22	E	\$65,040	\$109,462
Information Technology Technical Services Manager	G-23	E	\$69,135	\$116,367
Information Technology Technician	G-10	N	\$31,370	\$51,204
Instrumentation & Control Specialist	H-16	N	\$20.86	\$31.24
Instrumentation & Control Specialist, Senior	H-17	N	\$22.18	\$32.78
Intake Officer	G-13	N	\$37,660	\$63,383
Intelligence Analyst	G-14	E	\$40,015	\$67,336
Intelligence Analyst, Senior	G-15	E	\$42,525	\$71,564
Internal Auditor	G-14	E	\$40,015	\$67,336
Internal Auditor, Senior	G-16	E	\$45,150	\$75,980
Irrigation Specialist	H-13	N	\$17.40	\$27.16
Jail Administrator	G-18	E	\$51,055	\$85,920
Juvenile Services Counselor	G-11	N	\$33,345	\$56,121
Juvenile Services Counselor, Senior	G-12	N	\$35,425	\$59,609
Juvenile Services Supervisor	G-14	E	\$40,015	\$67,336
Laboratory Analyst I	G-12	E	\$35,425	\$59,609
Laboratory Analyst II	G-14	E	\$40,015	\$67,336
Laboratory Analyst III	G-15	E	\$42,525	\$71,564
Laboratory Technician	G-08	N	\$27,785	\$45,319
Landfill Technician	H-11	N	\$15.41	\$23.64
Landscape Planner I	G-12	E	\$35,425	\$59,609
Landscape Planner II	G-14	E	\$40,015	\$67,336
Landscape Specialist	G-11	N	\$33,345	\$56,121
Landscape Technician	H-05	N	\$10.72	\$14.86
Landscape Technician, Senior	H-06	N	\$11.39	\$17.38
Laundry Worker	H-02	N	\$8.94	\$12.11
Law Clerk	G-14	E	\$40,015	\$67,336
Law Office Administrator	G-14	E	\$40,015	\$67,336
Legal Administrative Assistant	G-11	N	\$33,345	\$56,121
Legal Administrative Assistant, Senior	G-12	N	\$35,425	\$59,609
Legal Secretary I	G-08	N	\$27,785	\$45,319
Legal Secretary II	G-09	N	\$29,520	\$48,175
Librarian I	G-13	E	\$37,660	\$63,383
Librarian II	G-14	E	\$40,015	\$67,336
Librarian, Senior	G-16	E	\$45,150	\$75,980
Library Associate	G-12	E	\$35,425	\$59,609

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Library Grant Specialist	G-14	E	\$40,015	\$67,336
Library Materials Specialist	G-05	N	\$23,190	\$37,827
Library Technician I	G-04	N	\$21,835	\$35,639
Library Technician II	G-05	N	\$23,190	\$37,827
Library Technician, Senior	G-06	N	\$24,630	\$40,194
Licensed Architect	G-20	E	\$57,605	\$96,951
Licensed Practical Nurse	G-10	N	\$31,370	\$51,204
Logistics Manager	G-17	E	\$47,985	\$80,769
Mail Clerk	G-05	N	\$23,190	\$37,827
Mailroom Coordinator	G-06	N	\$24,630	\$40,194
Maintenance Assistant	H-05	N	\$10.72	\$14.86
Maintenance Assistant, Senior	H-07	N	\$12.10	\$18.91
Maintenance Mechanic I	H-08	N	\$12.86	\$19.87
Maintenance Mechanic II	H-12	N	\$16.38	\$25.62
Maintenance Specialist	H-15	N	\$19.63	\$29.91
Management Analyst	G-12	E	\$35,425	\$59,609
Management & Legislative Program Analyst	G-17	E	\$47,985	\$80,769
Manager of Comprehensive Planning	G-20	E	\$57,605	\$96,951
Manager of Current Planning	G-20	E	\$57,605	\$96,951
Manager of Development	G-20	E	\$57,605	\$96,951
Manager of Development Plan Review	G-18	E	\$51,055	\$85,920
Manager of Special Development Projects	G-20	E	\$57,605	\$96,951
Manager of Technical Support	G-20	E	\$57,605	\$96,951
Marketing & Development Coordinator	G-13	E	\$37,660	\$63,383
Marketing Coordinator	G-13	E	\$37,660	\$63,383
Marketing Specialist	G-11	E	\$33,345	\$56,121
Mature Adult Center Supervisor	G-03	N	\$20,560	\$33,543
Media & Graphics Specialist	G-11	E	\$33,345	\$56,121
Meter Maintenance Supervisor	G-14	E	\$40,015	\$67,336
Meter Reader I	G-04	N	\$21,835	\$35,639
Meter Reader II	G-05	N	\$23,190	\$37,827
Meter Reader III	G-06	N	\$24,630	\$40,194
Meter Reader, Senior	G-09	N	\$29,520	\$48,175
Meter Reading Route Supervisor	G-11	N	\$33,345	\$56,121
Meter Repairer I	H-06	N	\$11.39	\$17.38
Meter Repairer II	H-08	N	\$12.86	\$19.87
Meter Specialist	H-13	N	\$17.40	\$27.16
Motor Pool Coordinator	G-07	N	\$26,160	\$42,677
Museum Curator	G-15	E	\$42,525	\$71,564
Museum Educational Coordinator	G-12	E	\$35,425	\$59,609
Museum Exhibit Coordinator	G-12	E	\$35,425	\$59,609
Museum Registrar	G-12	E	\$35,425	\$59,609
Natural Resources Manager	G-23	E	\$69,135	\$116,367
Network & Systems Manager	G-18	E	\$51,055	\$85,920
Network Engineer	G-18	E	\$51,055	\$85,920
Network Engineer, Lead	G-20	E	\$57,605	\$96,951
Occupational Health Services Coordinator	G-15	E	\$42,525	\$71,564
Office Assistant I	G-02	N	\$19,355	\$31,641
Office Assistant II	G-03	N	\$20,560	\$33,543
Office Manager	G-13	N	\$37,660	\$63,383
Operations Dispatcher	G-06	N	\$24,630	\$40,194
Operations Manager	G-19	E	\$54,215	\$91,239
Operations Superintendent	G-17	E	\$47,985	\$80,769

## GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Operations Supervisor	G-15	E	\$42,525	\$71,564
Painter	H-09	N	\$13.66	\$21.14
Paralegal	G-10	N	\$31,370	\$51,204
Paralegal, Senior	G-12	N	\$35,425	\$59,609
Parent Educator	G-11	N	\$33,345	\$56,121
Park Events Coordinator	G-11	E	\$33,345	\$56,121
Park Ranger I	G-11	N	\$33,345	\$56,121
Park Ranger II	G-12	N	\$35,425	\$59,609
Park Ranger, Senior	G-14	N	\$40,015	\$67,336
Parking Enforcement Officer	G-05	N	\$23,190	\$37,827
Parking Lot Attendant	G-03	N	\$20,560	\$33,543
Parks Construction Project Coordinator	G-12	N	\$35,425	\$59,609
Parks Facility Coordinator	G-13	E	\$37,660	\$63,383
Parks Landscape & Irrigation Specialist	G-13	E	\$37,660	\$63,383
Parks Maintenance Specialist	H-10	N	\$14.51	\$22.35
Parks Operations Superintendent	G-18	E	\$51,055	\$85,920
Payroll Assistant	G-06	N	\$24,630	\$40,194
Payroll Coordinator	G-10	N	\$31,370	\$51,204
Payroll Coordinator, Senior	G-11	N	\$33,345	\$56,121
Payroll Technician	G-08	N	\$27,785	\$45,319
Personnel Assistant	G-06	N	\$24,630	\$40,194
Personnel Coordinator	G-10	E	\$31,370	\$51,204
Personnel Coordinator, Senior	G-12	E	\$35,425	\$59,609
Pipeler	H-08	N	\$12.86	\$19.87
Pipeler Specialist	H-10	N	\$14.51	\$22.35
Pipeler, Senior	H-09	N	\$13.66	\$21.14
Planner	G-11	E	\$33,345	\$56,121
Planner II	G-14	E	\$40,015	\$67,336
Planner, Senior	G-17	E	\$47,985	\$80,769
Planning Technician	G-10	N	\$31,370	\$51,204
Plans Examiner I	G-15	E	\$42,525	\$71,564
Plans Examiner II	G-17	E	\$47,985	\$80,769
Plumber I	H-08	N	\$12.86	\$19.87
Plumber II	H-12	N	\$16.38	\$25.62
Plumber Specialist	H-13	N	\$17.40	\$27.16
Police Aide	G-08	N	\$27,785	\$45,319
Police Captain*	G-22	E	\$65,040	\$109,462
Police Community Programs Coordinator	G-13	E	\$37,660	\$63,383
Police Fleet Coordinator	G-09	N	\$29,520	\$48,175
Police Fleet Coordinator, Senior	G-10	N	\$31,370	\$51,204
Police Information Officer	G-15	E	\$42,525	\$71,564
Police Investigative Technician	G-11	N	\$33,345	\$56,121
Police Planning Administrator	G-20	E	\$57,605	\$96,951
Police Planning Coordinator	G-16	E	\$45,150	\$75,980
Police Procurement Technician	G-08	N	\$27,785	\$45,319
Police Procurement Technician, Senior	G-09	N	\$29,520	\$48,175
Police Support Coordinator	G-11	N	\$33,345	\$56,121
Police Technician	G-11	N	\$33,345	\$56,121
Port Development Administrator	G-17	E	\$47,985	\$80,769
Printer	G-08	N	\$27,785	\$45,319
Printer, Senior	G-09	N	\$29,520	\$48,175
Process Control Systems Manager	G-18	E	\$51,055	\$85,920
Process Control Systems Specialist	G-16	N	\$45,150	\$75,980

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Procurement Administrator	G-18	E	\$51,055	\$85,920
Procurement Coordinator	G-14	E	\$40,015	\$67,336
Procurement Technician	G-08	N	\$27,785	\$45,319
Procurement Technician, Senior	G-09	N	\$29,520	\$48,175
Professional Land Surveyor	G-16	E	\$45,150	\$75,980
Program Manager, Senior	G-14	E	\$40,015	\$67,336
Programmer Analyst I	G-11	N	\$33,345	\$56,121
Programmer Analyst II	G-14	E	\$40,015	\$67,336
Programmer Analyst, Senior	G-16	E	\$45,150	\$75,980
Programming Specialist I	G-17	E	\$47,985	\$80,769
Programming Specialist II	G-18	E	\$51,055	\$85,920
Program Coordinator	G-11	N	\$33,345	\$56,121
Programs Coordinator	G-18	E	\$51,055	\$85,920
Project Coordinator	G-18	E	\$51,055	\$85,920
Project Development Coordinator I	G-11	E	\$33,345	\$56,121
Project Development Coordinator II	G-14	E	\$40,015	\$67,336
Project Development Coordinator, Senior	G-17	E	\$47,985	\$80,769
Property & Evidence Technician	G-10	N	\$31,370	\$51,204
Property Manager	G-17	E	\$47,985	\$80,769
Public Education Coordinator	G-10	N	\$31,370	\$51,204
Public Works Field Representative	G-10	N	\$31,370	\$51,204
Public Works Management Analyst	G-14	E	\$40,015	\$67,336
Ranger Technician I	G-05	N	\$23,190	\$37,827
Ranger Technician II	G-08	N	\$27,785	\$45,319
Real Estate Coordinator	G-17	E	\$47,985	\$80,769
Records Management Specialist	G-14	E	\$40,015	\$67,336
Records Technician	G-08	N	\$27,785	\$45,319
Recreation Center Supervisor	G-10	N	\$31,370	\$51,204
Recreation Center Supervisor-School Age Program	G-10	N	\$31,370	\$51,204
Recreation Facility Rental Coordinator	G-10	N	\$31,370	\$51,204
Recreation Facility Supervisor	G-08	N	\$27,785	\$45,319
Recreation Operations Supervisor	G-14	E	\$40,015	\$67,336
Recreation Program Coordinator	G-11	E	\$33,345	\$56,121
Recreation Program Coordinator, Senior	G-13	E	\$37,660	\$63,383
Recreation Program Supervisor	G-14	E	\$40,015	\$67,336
Recreation Program Supervisor, Senior	G-15	E	\$42,525	\$71,564
Recreation Programs Superintendent	G-18	E	\$51,055	\$85,920
Recreation Promotions Specialist	G-13	E	\$37,660	\$63,383
Recreation Specialist	G-06	N	\$24,630	\$40,194
Recycling & Maintenance Assistant	H-05	N	\$10.72	\$14.86
Recycling Coordinator	G-14	E	\$40,015	\$67,336
Registered Nurse	G-14	E	\$40,015	\$67,336
Research Planner	G-14	E	\$40,015	\$67,336
Research Planner, Senior	G-16	E	\$45,150	\$75,980
Residuals Facilities Operator	G-11	N	\$33,345	\$56,121
Residuals Operations Supervisor	G-16	E	\$45,150	\$75,980
Resource Coordinator	G-14	E	\$40,015	\$67,336
Safety Manager	G-17	E	\$47,985	\$80,769
Safety Officer	G-14	E	\$40,015	\$67,336
Safety Officer, Senior	G-16	E	\$45,150	\$75,980
Security & Environmental Manager	G-19	E	\$54,215	\$91,239
Security Administrator	G-19	E	\$51,055	\$85,920
Security Officer I	G-03	N	\$20,560	\$33,543

## GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Security Officer II	G-04	N	\$21,835	\$35,639
Security Officer, Senior	G-08	N	\$27,785	\$45,319
Self Contained Breathing Apparatus Technician I	H-10	N	\$14.51	\$22.35
Self Contained Breathing Apparatus Technician II	H-13	N	\$17.40	\$27.16
Senior Citizen Advocate	G-16	E	\$45,150	\$75,980
Service Advisor	G-09	N	\$29,520	\$48,175
Site & Subdivision Specialist	G-13	E	\$37,660	\$63,383
Site & Subdivision Specialist, Senior	G-14	E	\$40,015	\$67,336
Site & Subdivision Technician I	G-08	N	\$27,785	\$45,319
Site & Subdivision Technician II	G-10	N	\$31,370	\$51,204
Social Work Aide	G-05	N	\$23,190	\$37,827
Social Work Supervisor	G-17	E	\$47,985	\$80,769
Social Work Supervisor, Senior	G-18	E	\$51,055	\$85,920
Social Worker I	G-12	E	\$35,425	\$59,609
Social Worker II	G-14	E	\$40,015	\$67,336
Social Worker, Senior	G-15	E	\$42,525	\$71,564
Source Water Monitoring Supervisor	G-11	N	\$33,345	\$56,121
Source Water Monitoring Technician I	G-08	N	\$27,785	\$45,319
Source Water Monitoring Technician II	G-10	N	\$31,370	\$51,204
Spray Technician	H-09	N	\$13.66	\$21.14
Staff Supervisor	G-11	N	\$33,345	\$56,121
Staff Technician	G-08	N	\$27,785	\$45,319
Staff Technician, Senior	G-10	N	\$31,370	\$51,204
Storekeeper	G-08	N	\$27,785	\$45,319
Storekeeper, Senior	G-10	N	\$31,370	\$51,204
Structural Family Counselor	G-15	E	\$42,525	\$71,564
Superintendent of Animal Services	G-16	E	\$45,150	\$75,980
Superintendent of Construction	G-17	E	\$47,985	\$80,769
Superintendent of Cultural Arts	G-18	E	\$51,055	\$85,920
Superintendent of Park Maintenance & Landscaping	G-18	E	\$51,055	\$85,920
Superintendent of Secure Detention	G-18	E	\$51,055	\$85,920
Supervising Librarian A	G-17	E	\$47,985	\$80,769
Supervising Librarian B	G-18	E	\$51,055	\$85,920
Supply Assistant I	G-04	N	\$21,835	\$35,639
Supply Assistant II	G-05	N	\$23,190	\$37,827
Supply Assistant, Senior	G-07	N	\$26,160	\$42,677
Supply Coordinator	G-09	N	\$29,520	\$48,175
Supply Specialist	G-08	N	\$27,785	\$45,319
Support Services Manager	G-18	E	\$51,055	\$85,920
Support Services Supervisor	G-11	N	\$33,345	\$56,121
Surveying Technician	G-11	N	\$33,345	\$56,121
Systems Administrator I	G-13	E	\$37,660	\$63,383
Systems Administrator II	G-17	E	\$47,985	\$80,769
Systems Administrator III	G-18	E	\$51,055	\$85,920
Systems Administrator, Lead	G-20	E	\$57,605	\$96,951
Systems Database Administrator	G-18	E	\$51,055	\$85,920
Targeted Outreach Program Coordinator	G-15	E	\$42,525	\$71,564
Taxicab Permits Examiner	G-10	N	\$31,370	\$51,204
Tennis Professional	G-11	E	\$33,345	\$56,121
Tourism Marketing Coordinator	G-14	E	\$40,015	\$67,336
Trades Assistant	H-06	N	\$11.39	\$17.38
Traffic Sign Fabricator	H-09	N	\$13.66	\$21.14
Traffic Signal Technician	H-11	N	\$15.41	\$23.64

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Traffic Signs & Markings Mechanic	H-08	N	\$12.86	\$19.87
Traffic Signs & Markings Mechanic, Senior	H-09	N	\$13.66	\$21.14
Traffic Technician	G-05	N	\$23,190	\$37,827
Training Coordinator	G-13	E	\$37,660	\$63,383
Training Specialist	G-06	N	\$11.84	\$19.32
Tree Maintenance Assistant	H-07	N	\$12.10	\$18.91
Tree Maintenance Specialist	H-10	N	\$14.51	\$22.35
Utilities Locator	G-08	N	\$27,785	\$45,319
Utility Crew Supervisor	H-12	N	\$16.38	\$25.62
Utility Pipeline Inspector I	G-10	N	\$31,370	\$51,204
Utility Pipeline Inspector II	G-11	N	\$33,345	\$56,121
Utility Pipeline Inspector Supervisor	G-14	N	\$40,015	\$67,336
Utility Pipeline Inspector, Senior	G-13	N	\$37,660	\$63,383
Valve Inspector	H-10	N	\$14.51	\$22.35
Valve Maintenance Specialist	H-13	N	\$17.40	\$27.16
Vector Control Superintendent	G-17	E	\$47,985	\$80,769
Vector Control Technician	H-09	N	\$13.66	\$21.14
Victim/Witness Program Coordinator	G-11	E	\$33,345	\$56,121
Victim/Witness Program Coordinator, Senior	G-14	E	\$40,015	\$67,336
Video Production Assistant	G-08	N	\$27,785	\$45,319
Video Production Specialist	G-12	N	\$35,425	\$59,609
Video Production Specialist, Senior	G-14	N	\$40,015	\$67,336
Video Services and Communications Administrator	G-19	E	\$54,215	\$91,239
Video Technician	G-11	N	\$33,345	\$56,121
Volunteer Services Coordinator	G-15	E	\$42,525	\$71,564
Warehouse Manager	G-14	E	\$40,015	\$67,336
Wastewater Inspector	G-12	N	\$35,425	\$59,609
Wastewater Pump Station Maintenance Supervisor	G-14	E	\$40,015	\$67,336
Water Distribution Operations Coordinator	G-16	E	\$45,150	\$75,980
Water Distribution Superintendent	G-18	E	\$51,055	\$85,920
Water Pumping Station Supervisor	G-11	N	\$33,345	\$56,121
Water Pumping Station Technician I	G-08	N	\$27,785	\$45,319
Water Pumping Station Technician II	G-10	N	\$31,370	\$51,204
Water Quality Manager	G-19	E	\$54,215	\$91,239
Water Resources Planner	G-16	E	\$45,150	\$75,980
Water Service Inspector	G-10	N	\$31,370	\$51,204
Water Service Representative I	G-04	N	\$21,835	\$35,639
Water Service Representative II	G-06	N	\$24,630	\$40,194
Water Service Representative, Senior	G-07	N	\$26,160	\$42,677
Water Service Supervisor	G-11	N	\$33,345	\$56,121
Water Systems Inspection Coordinator	G-13	N	\$37,660	\$63,383
Water Systems Inspector I	G-08	N	\$27,785	\$45,319
Water Systems Inspector II	G-10	N	\$31,370	\$51,204
Water Treatment Plant Manager	G-21	E	\$61,215	\$103,031
Water Treatment Plant Operator 1st Class	G-13	N	\$37,660	\$63,383
Water Treatment Plant Operator 2nd Class	G-11	N	\$33,345	\$56,121
Water Treatment Plant Operator 3rd Class	G-10	N	\$31,370	\$51,204
Water Treatment Plant Operator 4th Class	G-08	N	\$27,785	\$45,319
Water Treatment Plant Operator Trainee	G-07	N	\$26,160	\$42,677
Water Treatment Plant Shift Supervisor	G-16	N	\$45,150	\$75,980
Water Treatment Plant Superintendent	G-18	E	\$51,055	\$85,920
Watershed Inspector	G-11	N	\$33,345	\$56,121
Watershed Property Administrator	G-17	E	\$47,985	\$80,769

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Waterworks Emergency Response Inspector	G-10	N	\$31,370	\$51,204
Waterworks Mechanical & Structural Maintenance Superintendent	G-18	E	\$51,055	\$85,920
Waterworks Public Education & Information Specialist	G-14	E	\$40,015	\$67,336
Web Developer I	G-13	E	\$37,660	\$63,383
Web Developer II	G-16	E	\$45,150	\$75,980
Web Developer, Senior	G-18	E	\$51,055	\$85,920
Web Development Manager	G-21	E	\$61,215	\$103,031
Wireless Communications Supervisor	G-17	E	\$47,985	\$80,769
Wireless Communications Technician	G-14	N	\$40,015	\$67,336
Wireless Communications Technician, Senior	G-16	N	\$45,150	\$75,980
Workers' Compensation Program Coordinator	G-15	E	\$42,525	\$71,564
Youth Program Specialist	G-12	E	\$35,425	\$59,609
Zoning Administrator	G-17	E	\$47,985	\$80,769
Zoning Coordinator	G-12	N	\$35,425	\$59,609

## FIRE & POLICE SCHEDULE

FP-01	Entry (A)	B	C
	(0-6 mos)	(6-12 mos)	(1-2 yrs)
Firefighter/Medic Recruit	\$36,000	\$37,000	
Police Officer Recruit			\$38,000

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POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Assistant Fire Marshal I	FP-09	N	\$40,890	\$71,309
Assistant Fire Marshal II	FP-10	N	\$50,680	\$78,948
Deputy Fire Marshal	FP-12	E	\$62,100	\$89,199
Fire Captain	FP-11	N	\$59,140	\$84,757
Fire Lieutenant	FP-10	N	\$50,680	\$78,948
Firefighter Specialist, Master	FP-07	N	\$42,645	\$63,577
Firefighter Specialist, Senior	FP-04	N	\$39,500	\$51,709
Firefighter, Master	FP-06	N	\$42,080	\$63,577
Firefighter, Senior	FP-03	N	\$38,000	\$50,184
Firefighter/Medic	FP-02	N	\$38,000	\$43,146
Firefighter/Medic Technician, Master	FP-07	N	\$42,645	\$63,577
Firefighter/Medic Technician, Senior	FP-04	N	\$39,500	\$51,709
Firefighter/Medic, Master	FP-08	N	\$44,000	\$65,984
Firefighter/Medic, Senior	FP-05	N	\$41,180	\$55,963
Police Lieutenant	FP-12	E	\$62,100	\$89,199
Police Officer	FP-02	N	\$38,000	\$43,146
Police Officer, Master	FP-08	N	\$44,000	\$65,984
Police Officer, Senior	FP-05	N	\$41,180	\$55,963
Police Sergeant	FP-10	N	\$50,680	\$78,948

**PART-TIME & TEMPORARY SCHEDULE (X-PT)**  
**NON-EXEMPT**

<b>POSITION TITLE</b>	<b>ENTRY</b>	<b>STEP 1</b>	<b>STEP 2</b>
Assistant Summer Center Supervisor	\$7.55	\$7.85	\$8.15
Bus Driver & Counselor	\$7.55	\$7.85	\$8.15
Child Care Assistant	\$7.55	N/A	N/A
Clerical Aide	\$7.25	\$7.30	\$7.35
Concessions Attendant	\$7.55	\$7.85	\$8.15
EOC Assistant	\$10.00	N/A	N/A
Facilitation Specialist	\$14.00 - \$20.00	N/A	N/A
Facility Attendant I	\$7.35	\$7.45	\$7.55
Facility Attendant II	\$7.55	\$7.85	\$8.15
Lead Concessions Attendant	\$8.15	\$8.45	\$8.75
Lead Facility Attendant	\$8.15	\$8.45	\$8.75
Lead Lifeguard I	\$11.20	\$11.50	N/A
Lead Lifeguard II	\$11.70	\$12.05	N/A
Library Page	\$7.25	\$7.30	\$7.35
Lifeguard I	\$8.90	N/A	N/A
Lifeguard II	\$9.20	\$9.55	N/A
Lifeguard, Senior	\$9.80	\$10.20	N/A
Maintenance & Groundskeeper Aide I	\$7.35	\$7.45	\$7.55
Maintenance & Groundskeeper Aide II	\$8.15	\$8.45	\$8.75
Marina Attendant I	\$7.55	\$7.85	\$8.15
Marina Attendant II	\$8.15	\$8.45	\$8.75
Marshal	\$7.25	\$7.30	\$7.35
Range & Cart Attendant	\$7.25	\$7.30	\$7.35
Ranger Aide I	\$7.55	\$7.85	\$8.15
Ranger Aide II	\$8.75	\$9.05	\$9.50
Recreation Aide	\$7.25	\$7.30	\$7.35
Recreation Leader	\$7.35	\$7.45	\$7.55
Recreation Program Leader I	\$8.15	\$8.45	\$8.75
Recreation Program Leader II	\$8.75	\$9.05	\$9.50
School Age Program Aide	\$7.25	\$7.30	\$7.35
School Age Program Facilitator	\$8.75	\$9.05	\$9.50
School Age Program Leader	\$7.35	\$7.45	\$7.55
Shallow Water Attendant	\$8.20	\$8.50	N/A
Starter	\$7.25	\$7.30	\$7.35
Summer Center Supervisor	\$8.75	\$9.05	\$9.50
Tennis Center Attendant I	\$7.35	\$7.45	\$7.55
Tennis Center Attendant II	\$7.55	\$7.85	\$8.15
Tennis Center Supervisor	\$8.75	\$9.05	\$9.50
Therapeutic Program Counselor I	\$8.15	\$8.45	\$8.75
Therapeutic Program Counselor II	\$8.75	\$9.05	\$9.50
Traffic Counter	\$7.55	\$7.85	\$8.15
Water Fitness Instructor I	\$16.00	\$17.00	\$18.00

**PART-TIME & TEMPORARY SCHEDULE (X-PT)**  
**NON-EXEMPT**

<b>POSITION TITLE</b>	<b>ENTRY</b>	<b>STEP 1</b>	<b>STEP 2</b>
Water Fitness Instructor II	\$19.00	\$20.00	\$22.00
Water Instructor Trainer	\$20.00	\$22.00	\$24.00
Water Safety Instructor Aide	\$7.50	\$7.90	\$8.30
Water Safety Instructor I	\$12.00	\$12.75	\$13.50
Water Safety Instructor II	\$14.00	\$14.75	\$15.50
Water Safety Instructor, Senior	\$16.00	\$17.00	\$18.00

## SWORN EMPLOYEES OF THE SHERIFF

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>STEP 1</b>
Deputy I	DS-01	N	\$30,970	\$31,595

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Captain	DS-06	N	\$51,000	\$80,682
Colonel	DS-09	N	\$67,830	\$107,304
Corporal	DS-03	N	\$34,280	\$56,457
Deputy II	DS-02	N	\$32,210	\$51,291
Lieutenant	DS-05	N	\$44,370	\$73,349
Lieutenant - IT Analyst	DS-05	N	\$44,370	\$73,349
Lieutenant - Public Info Officer	DS-05	N	\$44,370	\$73,349
Lt. Colonel	DS-08	N	\$61,710	\$97,614
Major	DS-07	N	\$56,100	\$88,740
Master Deputy	DS-03	N	\$34,280	\$56,457
Master Sergeant	DS-04	N	\$39,270	\$64,923
Sergeant	DS-04	N	\$39,270	\$64,923

## NON-SWORN EMPLOYEES OF THE SHERIFF

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Clerk Typist - State	CS-02	N	\$24,200	\$45,686
Lids Technician I	CS-03	N	\$27,785	\$48,170
Lids Technician II	CS-05	N	\$41,060	\$70,768
Medical Director	CS-05	E	\$41,060	\$70,768
Registered Nurse	CS-05	N	\$41,060	\$70,768
Secretary I	CS-01	N	\$20,250	\$37,389
Secretary II	CS-02	N	\$24,200	\$45,686

## **EFFECTIVE DATE**

**January 1, 2013**

**MANAGEMENT & EXECUTIVE STAFF (E-XX)**  
**EXEMPT**

Assistant City Manager  
Assistant to the City Manager  
Executive Office Administrator

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**DEPARTMENT HEAD (M-XX)**  
**EXEMPT**

Administrator of Self Insurance Program  
Chief of Police\*  
City Assessor  
Director of Adult Corrections  
Director of Budget & Evaluation  
Director of Codes Compliance  
Director of Development  
Director of Engineering  
Director of Finance  
Director of Human Resources  
Director of Human Services  
Director of Information Technology  
Director of Internal Audit  
Director of Juvenile Services  
Director of Libraries & Information Services  
Director of Parks, Recreation & Tourism  
Director of Planning  
Director of Public Utilities  
Director of Public Works  
Director of Purchasing  
Director of Vehicle & Equipment Services  
Fire Chief\*

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Accountant I	G-13	E	\$37,660	\$64,334
Accountant II	G-16	E	\$45,150	\$77,120
Accountant, Senior	G-17	E	\$47,985	\$81,981
Accounting Assistant I	G-04	N	\$21,835	\$36,174
Accounting Assistant II	G-06	N	\$24,630	\$40,797
Accounting Assistant, Senior	G-07	N	\$26,160	\$43,317
Accounting Coordinator	G-14	E	\$40,015	\$68,346
Accounting Manager	G-18	E	\$51,055	\$87,209
Accounting Specialist	G-11	N	\$33,345	\$56,963
Accounting Technician	G-08	N	\$27,785	\$45,999
Accounts Payable Supervisor	G-11	N	\$33,345	\$56,963
Accounts Payable Technician I	G-06	N	\$24,630	\$40,797
Accounts Payable Technician II	G-08	N	\$27,785	\$45,999
Accounts Payable Technician, Senior	G-10	N	\$31,370	\$51,972
Accreditation Manager I	G-12	E	\$35,425	\$60,503
Accreditation Manager II	G-13	E	\$37,660	\$64,334
Administration Manager	G-19	E	\$54,215	\$92,608
Administrative Assistant I	G-04	N	\$21,835	\$36,174
Administrative Assistant II	G-06	N	\$24,630	\$40,797
Administrative Assistant, Senior	G-08	N	\$27,785	\$45,999
Administrative Coordinator	G-10	N	\$31,370	\$51,972
Administrative Coordinator, Senior	G-12	N	\$35,425	\$60,503
Administrative Services Coordinator	G-16	E	\$45,150	\$77,120
Administrative Support Bureau Supervisor	G-15	E	\$42,525	\$72,637
Administrator of Building Services	G-23	E	\$69,135	\$118,113
Administrator of Community Recreation	G-21	E	\$61,215	\$104,576
Administrator of Development Projects	G-18	E	\$51,055	\$87,209
Administrator of Financial Management	G-18	E	\$51,055	\$87,209
Administrator of Fiscal Services	G-19	E	\$54,215	\$92,608
Administrator of Parks	G-23	E	\$69,135	\$118,113
Administrator of Recreation Programs	G-21	E	\$61,215	\$104,576
Administrator of Solid Waste	G-23	E	\$69,135	\$118,113
Administrator of Stormwater Operations	G-23	E	\$69,135	\$118,113
Administrator of Street Maintenance	G-23	E	\$69,135	\$118,113
Administrator of Tourism	G-21	E	\$61,215	\$104,576
Administrator of Wastewater	G-23	E	\$69,135	\$118,113
Animal Control Officer I	G-08	N	\$27,785	\$45,999
Animal Control Officer II	G-10	N	\$31,370	\$51,972
Animal Control Officer, Senior	G-11	N	\$33,345	\$56,963
Animal Services Technician I	G-04	N	\$21,835	\$36,174
Animal Services Technician II	G-06	N	\$24,630	\$40,797
Appraiser I	G-12	E	\$35,425	\$60,503
Appraiser II	G-14	E	\$40,015	\$68,346
Appraiser III	G-15	E	\$42,525	\$72,637
Appraiser Supervisor	G-20	E	\$57,605	\$98,405
Appraiser, Senior	G-17	E	\$47,985	\$81,981
Aquatics Operations Coordinator	G-13	E	\$37,660	\$64,334
Aquatics Program Coordinator	G-13	E	\$37,660	\$64,334
Aquatics Supervisor	G-14	E	\$40,015	\$68,346
Archeologist	G-10	N	\$31,370	\$51,972
Archeologist, Senior	G-13	E	\$37,660	\$64,334
Architect I	G-15	E	\$42,525	\$72,637
Architect II	G-17	E	\$47,985	\$81,981

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Architect III	G-18	E	\$51,055	\$87,209
Architectural Inspector I	G-10	N	\$31,370	\$51,972
Architectural Inspector II	G-12	N	\$35,425	\$60,503
Architectural Inspector, Senior	G-14	N	\$40,015	\$68,346
Asbestos Technician, Senior	G-15	N	\$42,525	\$72,637
Asphalt Finisher	H-08	N	\$12.86	\$20.17
Asphalt Finisher, Senior	H-09	N	\$13.66	\$21.46
Asset Management Administrator	G-19	E	\$54,215	\$92,608
Assistant Administrator of Solid Waste	G-18	E	\$51,055	\$87,209
Assistant Administrator of Stormwater	G-18	E	\$51,055	\$87,209
Assistant Administrator of Street Maintenance	G-18	E	\$51,055	\$87,209
Assistant Administrator of Wastewater	G-18	E	\$51,055	\$87,209
Assistant Automotive Superintendent	H-16	N	\$20.86	\$31.71
Assistant Buyer	G-10	N	\$31,370	\$51,972
Assistant Chief of Civil Design Engineering	G-21	E	\$61,215	\$104,576
Assistant Chief of Transportation Engineering	G-21	E	\$61,215	\$104,576
Assistant Director of Administrative Support Services	G-19	E	\$54,215	\$92,608
Assistant Director of Codes Compliance	G-21	E	\$61,215	\$104,576
Assistant Director of Development	G-23	E	\$69,135	\$118,113
Assistant Director of Engineering	G-25	E	\$78,045	\$133,336
Assistant Director of Finance	G-21	E	\$61,215	\$104,576
Assistant Director of Human Resources	G-22	E	\$65,040	\$111,104
Assistant Director of Information Technology	G-25	E	\$78,045	\$133,336
Assistant Director of Parks, Recreation & Tourism	G-24	E	\$73,455	\$125,490
Assistant Director of Public Utilities	G-25	E	\$78,045	\$133,336
Assistant Director of Public Works Administration	G-22	E	\$65,040	\$111,104
Assistant Director of Public Works Operations	G-24	E	\$73,455	\$125,490
Assistant Fire Chief*	G-22	E	\$65,040	\$111,104
Assistant Golf Professional	G-06	N	\$24,630	\$40,797
Assistant Police Chief*	G-25	E	\$78,045	\$133,336
Assistant Recreation Center Supervisor	G-05	N	\$23,190	\$38,394
Assistant Recreation Program Coordinator	G-08	N	\$27,785	\$45,999
Assistant Recycling Coordinator	G-13	E	\$37,660	\$64,334
Athletic Assistant	G-03	N	\$20,560	\$34,046
Athletic Field & Turf Supervisor	G-14	E	\$40,015	\$68,346
Automotive Parts Superintendent	G-17	E	\$47,985	\$81,981
Automotive Technician I	H-10	N	\$14.51	\$22.69
Automotive Technician II	H-13	N	\$17.40	\$27.57
Automotive Technician, Master	H-15	N	\$19.63	\$30.36
Automotive Welder	H-13	N	\$17.40	\$27.57
Benefits Coordinator	G-10	N	\$31,370	\$51,972
Benefits Coordinator, Senior	G-11	N	\$33,345	\$56,963
Budget Analyst I	G-12	E	\$35,425	\$60,503
Budget Analyst II	G-14	E	\$40,015	\$68,346
Budget Analyst, Senior	G-17	E	\$47,985	\$81,981
Budget Manager	G-19	E	\$54,215	\$92,608
Building Codes Inspector	G-12	N	\$35,425	\$60,503
Building Codes Inspector, Senior	G-14	N	\$40,015	\$68,346
Building Supervisor	G-12	N	\$35,425	\$60,503
Business Analyst A	G-14	E	\$40,015	\$68,346
Business Analyst B	G-16	E	\$45,150	\$77,120
Business Analyst C	G-17	E	\$47,985	\$81,981
Business Development Specialist	G-14	E	\$40,015	\$68,346
Business Process Analyst	G-12	E	\$35,425	\$60,503
Business Project Manager	G-19	E	\$54,215	\$92,608

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Business Retention Coordinator	G-16	E	\$45,150	\$77,120
Buyer I	G-11	E	\$33,345	\$56,963
Buyer II	G-14	E	\$40,015	\$68,346
Buyer Support Coordinator	G-11	N	\$33,345	\$56,963
Buyer, Senior	G-16	E	\$45,150	\$77,120
Call Taker	G-07	N	\$26,160	\$43,317
Carpenter I	H-08	N	\$12.86	\$20.17
Carpenter II	H-12	N	\$16.38	\$26.00
Carpenter Specialist	H-13	N	\$17.40	\$27.57
Chief Deputy City Clerk	G-14	E	\$40,015	\$68,346
Chief Engineer of Video Services	G-15	E	\$42,525	\$72,637
Chief of Civil Design Engineering	G-23	E	\$69,135	\$118,113
Chief of Distribution Engineering	G-23	E	\$69,135	\$118,113
Chief of Eligibility	G-20	E	\$57,605	\$98,405
Chief of Environmental Engineering	G-23	E	\$69,135	\$118,113
Chief of Facilities Engineering	G-23	E	\$69,135	\$118,113
Chief of Fiscal Operations	G-18	E	\$51,055	\$87,209
Chief of Forest Resources	G-18	E	\$51,055	\$87,209
Chief of Operations Engineering	G-23	E	\$69,135	\$118,113
Chief of Social Work Services	G-20	E	\$57,605	\$98,405
Chief of Transportation Engineering	G-23	E	\$69,135	\$118,113
Chief Ranger	G-17	E	\$47,985	\$81,981
Codes Compliance Inspector I	G-09	N	\$29,520	\$48,898
Codes Compliance Inspector II	G-11	N	\$33,345	\$56,963
Codes Compliance Inspector III	G-12	N	\$35,425	\$60,503
Codes Compliance Inspector, Senior	G-14	N	\$40,015	\$68,346
Codes Enforcement Administrator	G-21	E	\$61,215	\$104,576
Codes Management Analyst	G-12	E	\$35,425	\$60,503
Combination Building Codes Inspector	G-13	N	\$37,660	\$64,334
Communications & Promotions Coordinator	G-14	E	\$40,015	\$68,346
Communications & Public Information Coordinator	G-14	E	\$40,015	\$68,346
Communications Manager, 311	G-19	E	\$54,215	\$92,608
Communications Manager, 911	G-19	E	\$54,215	\$92,608
Communications Project Coordinator	G-14	N	\$40,015	\$68,346
Communications Systems Manager	G-19	E	\$54,215	\$92,608
Communications Systems Specialist	G-16	E	\$45,150	\$77,120
Community Programs Administrator	G-17	E	\$47,985	\$81,981
Community Relations & Communications Specialist	G-12	E	\$35,425	\$60,503
Community Relations & Program Coordinator	G-14	E	\$40,015	\$68,346
Community Resource Coordinator	G-15	E	\$42,525	\$72,637
Comprehensive Services Act Coordinator	G-18	E	\$51,055	\$87,209
Comptroller	G-19	E	\$54,215	\$92,608
Computer Aided Design Support Coordinator	G-15	N	\$42,525	\$72,637
Computer Lab Specialist	G-11	E	\$33,345	\$56,963
Computer Operator	G-09	N	\$29,520	\$48,898
Concrete Specialist	H-10	N	\$14.51	\$22.69
Concrete Worker	H-08	N	\$12.86	\$20.17
Concrete Worker, Senior	H-09	N	\$13.66	\$21.46
Construction & Maintenance Worker I	H-04	N	\$10.09	\$14.17
Construction & Maintenance Worker II	H-05	N	\$10.72	\$15.08
Construction & Maintenance Worker, Senior	H-07	N	\$12.10	\$19.19
Construction Contracts Coordinator	G-11	N	\$33,345	\$56,963
Construction Inspection Supervisor	G-16	N	\$42,525	\$72,637

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Construction Inspector I	G-10	N	\$31,370	\$51,972
Construction Inspector II	G-12	N	\$35,425	\$60,503
Construction Inspector, Senior	G-14	N	\$40,015	\$68,346
Construction Specialist	H-14	N	\$18.48	\$28.93
Cook	G-04	N	\$21,835	\$36,174
Cook, Senior	G-05	N	\$23,190	\$38,394
Coordinator of Emergency Management	G-20	E	\$57,605	\$98,405
Coordinator of Public Information & Media Relations	G-17	E	\$47,985	\$81,981
Corrections Captain	G-16	E	\$45,150	\$77,120
Corrections Lieutenant	G-14	E	\$40,015	\$68,346
Corrections Officer	G-10	N	\$31,370	\$51,972
Corrections Officer, Senior	G-11	N	\$33,345	\$56,963
Corrections Sergeant	G-13	N	\$37,660	\$64,334
Crew Leader	H-08	N	\$12.86	\$20.17
Crew Supervisor A	H-09	N	\$13.66	\$21.46
Crew Supervisor B	H-12	N	\$16.38	\$26.00
Crew Supervisor C	H-14	N	\$18.48	\$28.93
Crime Analyst	G-14	E	\$40,015	\$68,346
Crime Analyst Supervisor	G-16	E	\$45,150	\$77,120
Custodial Supervisor	H-12	N	\$16.38	\$26.00
Custodian I	H-02	N	\$8.94	\$12.29
Custodian II	H-03	N	\$9.49	\$13.32
Custodian, Lead	H-05	N	\$10.72	\$15.08
Custodian, Senior	H-04	N	\$10.09	\$14.17
Customer Service Assistant I	G-04	N	\$21,835	\$36,174
Customer Service Assistant II	G-06	N	\$24,630	\$40,797
Customer Service Assistant, Senior	G-07	N	\$26,160	\$43,317
Customer Services Manager	G-19	E	\$54,215	\$92,608
Data Center Supervisor	G-13	N	\$37,660	\$64,334
Deputy Assessor	G-22	E	\$65,040	\$111,104
Deputy City Clerk I	G-06	N	\$24,630	\$40,797
Deputy City Clerk II	G-10	N	\$31,370	\$51,972
Deputy Director of Human Services	G-23	E	\$69,135	\$118,113
Deputy Director of Juvenile Services	G-23	E	\$69,135	\$118,113
Deputy Director of Purchasing	G-21	E	\$61,215	\$104,576
Deputy Fire Chief*	G-25	E	\$78,045	\$133,336
Desktop Support Technician	G-05	N	\$23,190	\$38,394
Digital Services Manager	G-18	N	\$51,055	\$87,209
Dispatch Supervisor, 911	G-15	N	\$42,525	\$72,637
Dispatcher I, 911	G-08	N	\$27,785	\$45,999
Dispatcher II, 911	G-11	N	\$33,345	\$56,963
Dispatcher, Senior, 911	G-13	N	\$37,660	\$64,334
Distribution Manager	G-24	E	\$73,455	\$125,490
Dock Master	G-11	N	\$33,345	\$56,963
Dock Master, Assistant	G-10	N	\$31,370	\$51,972
Economic Analyst I	G-11	E	\$33,345	\$56,963
Economic Analyst II	G-14	E	\$40,015	\$68,346
Economic Analyst, Senior	G-17	E	\$47,985	\$81,981
Education Specialist	G-11	E	\$33,345	\$56,963
Electrical Instrumentation & Control Superintendent	G-18	E	\$51,055	\$87,209
Electrical Specialist	H-15	N	\$19.63	\$30.36
Electrical Specialist, Senior	H-17	N	\$22.18	\$33.27
Electrician I	H-09	N	\$13.66	\$21.46

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Electrician II	H-12	N	\$16.38	\$26.00
Electronic Benefits Transfer Coordinator	G-13	E	\$37,660	\$64,334
Electronics Specialist	H-16	N	\$20.86	\$31.71
Electronics Technician	H-13	N	\$17.40	\$27.57
Eligibility Supervisor	G-15	E	\$42,525	\$72,637
Eligibility Supervisor, Senior	G-17	E	\$47,985	\$81,981
Eligibility Worker I	G-10	N	\$31,370	\$51,972
Eligibility Worker II	G-11	N	\$33,345	\$56,963
Eligibility Worker, Senior	G-12	N	\$35,425	\$60,503
Emergency Medical Services Chief*	G-23	E	\$69,135	\$118,113
Emergency Operations Planner I	G-12	E	\$35,425	\$60,503
Emergency Operations Planner II	G-13	E	\$37,660	\$64,334
Emergency Operations Technician	G-11	N	\$33,345	\$56,963
Employee and Retirement Benefits Manager	G-18	E	\$51,055	\$87,209
Employment Services Supervisor	G-17	E	\$47,985	\$81,981
Employment Services Supervisor, Senior	G-18	E	\$51,055	\$87,209
Employment Services Worker I	G-12	E	\$35,425	\$60,503
Employment Services Worker II	G-14	E	\$40,015	\$68,346
Employment Services Worker, Senior	G-15	E	\$42,525	\$72,637
Energy Efficiency Project Coordinator	G-18	E	\$51,055	\$87,209
Engineer I	G-16	E	\$45,150	\$77,120
Engineer II	G-18	E	\$51,055	\$87,209
Engineer III	G-20	E	\$57,605	\$98,405
Engineer, Senior	G-23	E	\$69,135	\$118,113
Engineering Specialist I	G-16	E	\$45,150	\$77,120
Engineering Specialist II	G-18	E	\$51,055	\$87,209
Engineering Specialist, Senior	G-20	E	\$57,605	\$98,405
Engineering Technician I	G-09	N	\$29,520	\$48,898
Engineering Technician II	G-11	N	\$33,345	\$56,963
Engineering Technician III	G-12	N	\$35,425	\$60,503
Engineering Technician, Senior	G-14	N	\$40,015	\$68,346
Enterprise Manager	G-23	E	\$69,135	\$118,113
Environmental Management Systems Manager	G-17	E	\$47,985	\$81,981
Environmental Scientist I	G-13	E	\$37,660	\$64,334
Environmental Scientist II	G-14	E	\$40,015	\$68,346
Environmental Specialist	G-14	E	\$40,015	\$68,346
Equipment Operator A	H-07	N	\$12.10	\$19.19
Equipment Operator B	H-08	N	\$12.86	\$20.17
Equipment Operator Specialist	H-12	N	\$16.38	\$26.00
Equipment Operator, Master	H-11	N	\$15.41	\$23.99
Equipment Operator, Senior	H-09	N	\$13.66	\$21.46
Executive Assistant	G-10	N	\$31,370	\$51,972
Executive Assistant to the City Manager	G-13	N	\$37,660	\$64,334
Facilities Environmental Manager	G-18	E	\$51,055	\$87,209
Facilities Manager	G-24	E	\$73,455	\$125,490
Family Assessment & Planning Team Coordinator	G-14	E	\$40,015	\$68,346
Family Support Worker I	G-05	N	\$23,190	\$38,394
Family Support Worker II	G-08	N	\$27,785	\$45,999
Field Engineer	G-23	E	\$69,135	\$118,113
Financial Analyst	G-11	E	\$33,345	\$56,963
Financial Management Analyst	G-14	E	\$40,015	\$68,346
Financial Services Administrator	G-17	E	\$47,985	\$81,981
Financial Services Analyst	G-16	E	\$45,150	\$77,120

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Financial Services Assistant	G-05	N	\$23,190	\$38,394
Fire Battalion Chief*	G-21	E	\$61,215	\$104,576
Fire Equipment Specialist	H-15	N	\$19.63	\$30.36
Fire Marshal*	G-22	E	\$65,040	\$111,104
Fire Prevention Inspector I	G-09	N	\$29,520	\$48,898
Fire Prevention Inspector II	G-11	N	\$33,345	\$56,963
Fire Public Education Coordinator	G-16	E	\$45,150	\$77,120
Fire Public Educator	G-11	E	\$33,345	\$56,963
Fire Public Relations & Information Officer	G-15	E	\$42,525	\$72,637
Fleet Maintenance Supervisor	G-14	N	\$40,015	\$68,346
Fleet Operations Superintendent	G-17	E	\$47,985	\$81,981
Fleet Support Manager	G-17	E	\$47,985	\$81,981
Food Services Supervisor	G-13	N	\$37,660	\$64,334
Forensic Technician	G-10	N	\$31,370	\$51,972
Forensic Technician, Senior	G-13	N	\$37,660	\$64,334
Forest Technician I	G-05	N	\$23,190	\$38,394
Forest Technician II	G-08	N	\$27,785	\$45,999
Forester	G-14	E	\$40,015	\$68,346
Fraud Investigator	G-14	N	\$40,015	\$68,346
General Services Manager	G-23	E	\$69,135	\$118,113
Generator Mechanic I	H-08	N	\$12.86	\$20.17
Generator Mechanic II	H-12	N	\$16.38	\$26.00
Generator Specialist	H-15	N	\$19.63	\$30.36
Geographic Information System Cartographic Specialist	G-13	N	\$37,660	\$64,334
Geographic Information System Cartographic Technician	G-10	N	\$31,370	\$51,972
Geographic Information System Manager	G-18	E	\$51,055	\$87,209
Geographic Information System Programmer/Analyst I	G-16	E	\$45,150	\$77,120
Geographic Information System Programmer/Analyst II	G-17	E	\$47,985	\$81,981
Golf Course Superintendent	G-17	E	\$47,985	\$81,981
Golf Course Technician I	H-05	N	\$10.72	\$15.08
Golf Course Technician II	H-07	N	\$12.10	\$19.19
Golf Professional	G-14	E	\$40,015	\$68,346
Grants Accountant	G-16	E	\$45,150	\$77,120
Graphics Coordinator	G-15	E	\$42,525	\$72,637
Graphics Designer	G-10	N	\$31,370	\$51,972
Groundskeeper	H-04	N	\$10.09	\$14.17
Groundskeeper, Senior	H-05	N	\$10.72	\$15.08
Group Sales Coordinator	G-14	E	\$40,015	\$68,346
Healthy Families Supervisor	G-17	E	\$47,985	\$81,981
Healthy Families/Prevention Services Senior Supervisor	G-18	E	\$51,055	\$87,209
Help Desk Coordinator	G-12	N	\$35,425	\$60,503
Help Desk Engineer	G-14	N	\$40,015	\$68,346
Help Desk Engineer Manager	G-20	E	\$57,605	\$98,405
Help Desk Engineer Supervisor	G-17	E	\$47,985	\$81,981
Historic Sites Project Coordinator	G-12	E	\$35,425	\$60,503
Historic Site Assistant	G-05	N	\$23,190	\$38,394
Historic Site Coordinator	G-15	E	\$42,525	\$72,637
Historic Site Curator	G-13	E	\$37,660	\$64,334
Horticulture Programs Coordinator	G-11	E	\$33,345	\$56,963
Housing Coordinator	G-12	N	\$35,425	\$60,503
Housing Specialist	G-14	E	\$40,015	\$68,346
Human Resources Assistant	G-08	N	\$27,785	\$45,999
Human Resources Generalist	G-15	E	\$42,525	\$72,637

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Human Resources Generalist, Senior	G-16	E	\$45,150	\$77,120
Human Resources Manager	G-19	E	\$54,215	\$92,608
Human Resources Specialist	G-13	E	\$37,660	\$64,334
Hydrant Repair Specialist	H-10	N	\$14.51	\$22.69
Hype Mentor Program Coordinator	G-13	E	\$37,660	\$64,334
Inflow Infiltration Technician	H-10	N	\$14.51	\$22.69
Information Coordinator	G-10	N	\$31,370	\$51,972
Information Services Specialist I	G-10	N	\$31,370	\$51,972
Information Services Specialist II	G-11	N	\$33,345	\$56,963
Information Services Specialist, Senior	G-12	E	\$35,425	\$60,503
Information Technology Analyst A	G-14	E	\$40,015	\$68,346
Information Technology Analyst B	G-16	E	\$45,150	\$77,120
Information Technology Analyst C	G-17	E	\$47,985	\$81,981
Information Technology Auditor	G-19	E	\$54,215	\$92,608
Information Technology Manager	G-23	E	\$69,135	\$118,113
Information Technology Project Manager A	G-18	E	\$51,055	\$87,209
Information Technology Project Manager B	G-19	E	\$54,215	\$92,608
Information Technology Project Manager C	G-22	E	\$65,040	\$111,104
Information Technology Technical Services Manager	G-23	E	\$69,135	\$118,113
Information Technology Technician	G-10	N	\$31,370	\$51,972
Instrumentation & Control Specialist	H-16	N	\$20.86	\$31.71
Instrumentation & Control Specialist, Senior	H-17	N	\$22.18	\$33.27
Intake Officer	G-13	N	\$37,660	\$64,334
Intelligence Analyst	G-14	E	\$40,015	\$68,346
Intelligence Analyst, Senior	G-15	E	\$42,525	\$72,637
Internal Auditor	G-14	E	\$40,015	\$68,346
Internal Auditor, Senior	G-16	E	\$45,150	\$77,120
Irrigation Specialist	H-13	N	\$17.40	\$27.57
Jail Administrator	G-18	E	\$51,055	\$87,209
Juvenile Services Counselor	G-11	N	\$33,345	\$56,963
Juvenile Services Counselor, Senior	G-12	N	\$35,425	\$60,503
Juvenile Services Supervisor	G-14	E	\$40,015	\$68,346
Laboratory Analyst I	G-12	E	\$35,425	\$60,503
Laboratory Analyst II	G-14	E	\$40,015	\$68,346
Laboratory Analyst III	G-15	E	\$42,525	\$72,637
Laboratory Technician	G-08	N	\$27,785	\$45,999
Landfill Technician	H-11	N	\$15.41	\$23.99
Landscape Planner I	G-12	E	\$35,425	\$60,503
Landscape Planner II	G-14	E	\$40,015	\$68,346
Landscape Specialist	G-11	N	\$33,345	\$56,963
Landscape Technician	H-05	N	\$10.72	\$15.08
Landscape Technician, Senior	H-06	N	\$11.39	\$17.64
Laundry Worker	H-02	N	\$8.94	\$12.29
Law Clerk	G-14	E	\$40,015	\$68,346
Law Office Administrator	G-14	E	\$40,015	\$68,346
Legal Administrative Assistant	G-11	N	\$33,345	\$56,963
Legal Administrative Assistant, Senior	G-12	N	\$35,425	\$60,503
Legal Secretary I	G-08	N	\$27,785	\$45,999
Legal Secretary II	G-09	N	\$29,520	\$48,898
Librarian I	G-13	E	\$37,660	\$64,334
Librarian II	G-14	E	\$40,015	\$68,346
Librarian, Senior	G-16	E	\$45,150	\$77,120
Library Associate	G-12	E	\$35,425	\$60,503

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Library Grant Specialist	G-14	E	\$40,015	\$68,346
Library Materials Specialist	G-05	N	\$23,190	\$38,394
Library Technician I	G-04	N	\$21,835	\$36,174
Library Technician II	G-05	N	\$23,190	\$38,394
Library Technician, Senior	G-06	N	\$24,630	\$40,797
Licensed Architect	G-20	E	\$57,605	\$98,405
Licensed Practical Nurse	G-10	N	\$31,370	\$51,972
Logistics Manager	G-17	E	\$47,985	\$81,981
Mail Clerk	G-05	N	\$23,190	\$38,394
Mailroom Coordinator	G-06	N	\$24,630	\$40,797
Maintenance Assistant	H-05	N	\$10.72	\$15.08
Maintenance Assistant, Senior	H-07	N	\$12.10	\$19.19
Maintenance Mechanic I	H-08	N	\$12.86	\$20.17
Maintenance Mechanic II	H-12	N	\$16.38	\$26.00
Maintenance Specialist	H-15	N	\$19.63	\$30.36
Management Analyst	G-12	E	\$35,425	\$60,503
Management & Legislative Program Analyst	G-17	E	\$47,985	\$81,981
Manager of Comprehensive Planning	G-20	E	\$57,605	\$98,405
Manager of Current Planning	G-20	E	\$57,605	\$98,405
Manager of Development	G-20	E	\$57,605	\$98,405
Manager of Development Plan Review	G-18	E	\$51,055	\$87,209
Manager of Special Development Projects	G-20	E	\$57,605	\$98,405
Manager of Technical Support	G-20	E	\$57,605	\$98,405
Marketing & Development Coordinator	G-13	E	\$37,660	\$64,334
Marketing Coordinator	G-13	E	\$37,660	\$64,334
Marketing Specialist	G-11	E	\$33,345	\$56,963
Mature Adult Center Supervisor	G-03	N	\$20,560	\$34,046
Media & Graphics Specialist	G-11	E	\$33,345	\$56,963
Meter Maintenance Supervisor	G-14	E	\$40,015	\$68,346
Meter Reader I	G-04	N	\$21,835	\$36,174
Meter Reader II	G-05	N	\$23,190	\$38,394
Meter Reader III	G-06	N	\$24,630	\$40,797
Meter Reader, Senior	G-09	N	\$29,520	\$48,898
Meter Reading Route Supervisor	G-11	N	\$33,345	\$56,963
Meter Repairer I	H-06	N	\$11.39	\$17.64
Meter Repairer II	H-08	N	\$12.86	\$20.17
Meter Specialist	H-13	N	\$17.40	\$27.57
Motor Pool Coordinator	G-07	N	\$26,160	\$43,317
Museum Curator	G-15	E	\$42,525	\$72,637
Museum Educational Coordinator	G-12	E	\$35,425	\$60,503
Museum Exhibit Coordinator	G-12	E	\$35,425	\$60,503
Museum Registrar	G-12	E	\$35,425	\$60,503
Natural Resources Manager	G-23	E	\$69,135	\$118,113
Network & Systems Manager	G-18	E	\$51,055	\$87,209
Network Engineer	G-18	E	\$51,055	\$87,209
Network Engineer, Lead	G-20	E	\$57,605	\$98,405
Occupational Health Services Coordinator	G-15	E	\$42,525	\$72,637
Office Assistant I	G-02	N	\$19,355	\$32,116
Office Assistant II	G-03	N	\$20,560	\$34,046
Office Manager	G-13	N	\$37,660	\$64,334
Operations Dispatcher	G-06	N	\$24,630	\$40,797
Operations Manager	G-19	E	\$54,215	\$92,608
Operations Superintendent	G-17	E	\$47,985	\$81,981

## GENERAL & HOURLY SCHEDULE

POSITION TITLE	GRADE	FLSA	ENTRY	MAX
Operations Supervisor	G-15	E	\$42,525	\$72,637
Painter	H-09	N	\$13.66	\$21.46
Paralegal	G-10	N	\$31,370	\$51,972
Paralegal, Senior	G-12	N	\$35,425	\$60,503
Parent Educator	G-11	N	\$33,345	\$56,963
Park Events Coordinator	G-11	E	\$33,345	\$56,963
Park Ranger I	G-11	N	\$33,345	\$56,963
Park Ranger II	G-12	N	\$35,425	\$60,503
Park Ranger, Senior	G-14	N	\$40,015	\$68,346
Parking Enforcement Officer	G-05	N	\$23,190	\$38,394
Parking Lot Attendant	G-03	N	\$20,560	\$34,046
Parks Construction Project Coordinator	G-12	N	\$35,425	\$60,503
Parks Facility Coordinator	G-13	E	\$37,660	\$64,334
Parks Landscape & Irrigation Specialist	G-13	E	\$37,660	\$64,334
Parks Maintenance Specialist	H-10	N	\$14.51	\$22.69
Parks Operations Superintendent	G-18	E	\$51,055	\$87,209
Payroll Assistant	G-06	N	\$24,630	\$40,797
Payroll Coordinator	G-10	N	\$31,370	\$51,972
Payroll Coordinator, Senior	G-11	N	\$33,345	\$56,963
Payroll Technician	G-08	N	\$27,785	\$45,999
Personnel Assistant	G-06	N	\$24,630	\$40,797
Personnel Coordinator	G-10	E	\$31,370	\$51,972
Personnel Coordinator, Senior	G-12	E	\$35,425	\$60,503
Pipelayer	H-08	N	\$12.86	\$20.17
Pipelayer Specialist	H-10	N	\$14.51	\$22.69
Pipelayer, Senior	H-09	N	\$13.66	\$21.46
Planner	G-11	E	\$33,345	\$56,963
Planner II	G-14	E	\$40,015	\$68,346
Planner, Senior	G-17	E	\$47,985	\$81,981
Planning Technician	G-10	N	\$31,370	\$51,972
Plans Examiner I	G-15	E	\$42,525	\$72,637
Plans Examiner II	G-17	E	\$47,985	\$81,981
Plumber I	H-08	N	\$12.86	\$20.17
Plumber II	H-12	N	\$16.38	\$26.00
Plumber Specialist	H-13	N	\$17.40	\$27.57
Police Aide	G-08	N	\$27,785	\$45,999
Police Captain*	G-22	E	\$65,040	\$111,104
Police Community Programs Coordinator	G-13	E	\$37,660	\$64,334
Police Fleet Coordinator	G-09	N	\$29,520	\$48,898
Police Fleet Coordinator, Senior	G-10	N	\$31,370	\$51,972
Police Information Officer	G-15	E	\$42,525	\$72,637
Police Investigative Technician	G-11	N	\$33,345	\$56,963
Police Planning Administrator	G-20	E	\$57,605	\$98,405
Police Planning Coordinator	G-16	E	\$45,150	\$77,120
Police Procurement Technician	G-08	N	\$27,785	\$45,999
Police Procurement Technician, Senior	G-09	N	\$29,520	\$48,898
Police Support Coordinator	G-11	N	\$33,345	\$56,963
Police Technician	G-11	N	\$33,345	\$56,963
Port Development Administrator	G-17	E	\$47,985	\$81,981
Printer	G-08	N	\$27,785	\$45,999
Printer, Senior	G-09	N	\$29,520	\$48,898
Process Control Systems Manager	G-18	E	\$51,055	\$87,209
Process Control Systems Specialist	G-16	N	\$45,150	\$77,120

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Procurement Administrator	G-18	E	\$51,055	\$87,209
Procurement Coordinator	G-14	E	\$40,015	\$68,346
Procurement Technician	G-08	N	\$27,785	\$45,999
Procurement Technician, Senior	G-09	N	\$29,520	\$48,898
Professional Land Surveyor	G-16	E	\$45,150	\$77,120
Program Manager, Senior	G-14	E	\$40,015	\$68,346
Programmer Analyst I	G-11	N	\$33,345	\$56,963
Programmer Analyst II	G-14	E	\$40,015	\$68,346
Programmer Analyst, Senior	G-16	E	\$45,150	\$77,120
Programming Specialist I	G-17	E	\$47,985	\$81,981
Programming Specialist II	G-18	E	\$51,055	\$87,209
Program Coordinator	G-11	N	\$33,345	\$56,963
Programs Coordinator	G-18	E	\$51,055	\$87,209
Project Coordinator	G-18	E	\$51,055	\$87,209
Project Development Coordinator I	G-11	E	\$33,345	\$56,963
Project Development Coordinator II	G-14	E	\$40,015	\$68,346
Project Development Coordinator, Senior	G-17	E	\$47,985	\$81,981
Property & Evidence Technician	G-10	N	\$31,370	\$51,972
Property Manager	G-17	E	\$47,985	\$81,981
Public Education Coordinator	G-10	N	\$31,370	\$51,972
Public Works Field Representative	G-10	N	\$31,370	\$51,972
Public Works Management Analyst	G-14	E	\$40,015	\$68,346
Ranger Technician I	G-05	N	\$23,190	\$38,394
Ranger Technician II	G-08	N	\$27,785	\$45,999
Real Estate Coordinator	G-17	E	\$47,985	\$81,981
Records Management Specialist	G-14	E	\$40,015	\$68,346
Records Technician	G-08	N	\$27,785	\$45,999
Recreation Center Supervisor	G-10	N	\$31,370	\$51,972
Recreation Center Supervisor-School Age Program	G-10	N	\$31,370	\$51,972
Recreation Facility Rental Coordinator	G-10	N	\$31,370	\$51,972
Recreation Facility Supervisor	G-08	N	\$27,785	\$45,999
Recreation Operations Supervisor	G-14	E	\$40,015	\$68,346
Recreation Program Coordinator	G-11	E	\$33,345	\$56,963
Recreation Program Coordinator, Senior	G-13	E	\$37,660	\$64,334
Recreation Program Supervisor	G-14	E	\$40,015	\$68,346
Recreation Program Supervisor, Senior	G-15	E	\$42,525	\$72,637
Recreation Programs Superintendent	G-18	E	\$51,055	\$87,209
Recreation Promotions Specialist	G-13	E	\$37,660	\$64,334
Recreation Specialist	G-06	N	\$24,630	\$40,797
Recycling & Maintenance Assistant	H-05	N	\$10.72	\$15.08
Recycling Coordinator	G-14	E	\$40,015	\$68,346
Registered Nurse	G-14	E	\$40,015	\$68,346
Research Planner	G-14	E	\$40,015	\$68,346
Research Planner, Senior	G-16	E	\$45,150	\$77,120
Residuals Facilities Operator	G-11	N	\$33,345	\$56,963
Residuals Operations Supervisor	G-16	E	\$45,150	\$77,120
Resource Coordinator	G-14	E	\$40,015	\$68,346
Safety Manager	G-17	E	\$47,985	\$81,981
Safety Officer	G-14	E	\$40,015	\$68,346
Safety Officer, Senior	G-16	E	\$45,150	\$77,120
Security & Environmental Manager	G-19	E	\$54,215	\$92,608
Security Administrator	G-19	E	\$51,055	\$87,209
Security Officer I	G-03	N	\$20,560	\$34,046

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Security Officer II	G-04	N	\$21,835	\$36,174
Security Officer, Senior	G-08	N	\$27,785	\$45,999
Self Contained Breathing Apparatus Technician I	H-10	N	\$14.51	\$22.69
Self Contained Breathing Apparatus Technician II	H-13	N	\$17.40	\$27.57
Senior Citizen Advocate	G-16	E	\$45,150	\$77,120
Service Advisor	G-09	N	\$29,520	\$48,898
Site & Subdivision Specialist	G-13	E	\$37,660	\$64,334
Site & Subdivision Specialist, Senior	G-14	E	\$40,015	\$68,346
Site & Subdivision Technician I	G-08	N	\$27,785	\$45,999
Site & Subdivision Technician II	G-10	N	\$31,370	\$51,972
Social Work Aide	G-05	N	\$23,190	\$38,394
Social Work Supervisor	G-17	E	\$47,985	\$81,981
Social Work Supervisor, Senior	G-18	E	\$51,055	\$87,209
Social Worker I	G-12	E	\$35,425	\$60,503
Social Worker II	G-14	E	\$40,015	\$68,346
Social Worker, Senior	G-15	E	\$42,525	\$72,637
Source Water Monitoring Supervisor	G-11	N	\$33,345	\$56,963
Source Water Monitoring Technician I	G-08	N	\$27,785	\$45,999
Source Water Monitoring Technician II	G-10	N	\$31,370	\$51,972
Spray Technician	H-09	N	\$13.66	\$21.46
Staff Supervisor	G-11	N	\$33,345	\$56,963
Staff Technician	G-08	N	\$27,785	\$45,999
Staff Technician, Senior	G-10	N	\$31,370	\$51,972
Storekeeper	G-08	N	\$27,785	\$45,999
Storekeeper, Senior	G-10	N	\$31,370	\$51,972
Structural Family Counselor	G-15	E	\$42,525	\$72,637
Superintendent of Animal Services	G-16	E	\$45,150	\$77,120
Superintendent of Construction	G-17	E	\$47,985	\$81,981
Superintendent of Cultural Arts	G-18	E	\$51,055	\$87,209
Superintendent of Park Maintenance & Landscaping	G-18	E	\$51,055	\$87,209
Superintendent of Secure Detention	G-18	E	\$51,055	\$87,209
Supervising Librarian A	G-17	E	\$47,985	\$81,981
Supervising Librarian B	G-18	E	\$51,055	\$87,209
Supply Assistant I	G-04	N	\$21,835	\$36,174
Supply Assistant II	G-05	N	\$23,190	\$38,394
Supply Assistant, Senior	G-07	N	\$26,160	\$43,317
Supply Coordinator	G-09	N	\$29,520	\$48,898
Supply Specialist	G-08	N	\$27,785	\$45,999
Support Services Manager	G-18	E	\$51,055	\$87,209
Support Services Supervisor	G-11	N	\$33,345	\$56,963
Surveying Technician	G-11	N	\$33,345	\$56,963
Systems Administrator I	G-13	E	\$37,660	\$64,334
Systems Administrator II	G-17	E	\$47,985	\$81,981
Systems Administrator III	G-18	E	\$51,055	\$87,209
Systems Administrator, Lead	G-20	E	\$57,605	\$98,405
Systems Database Administrator	G-18	E	\$51,055	\$87,209
Targeted Outreach Program Coordinator	G-15	E	\$42,525	\$72,637
Taxicab Permits Examiner	G-10	N	\$31,370	\$51,972
Tennis Professional	G-11	E	\$33,345	\$56,963
Tourism Marketing Coordinator	G-14	E	\$40,015	\$68,346
Trades Assistant	H-06	N	\$11.39	\$17.64
Traffic Sign Fabricator	H-09	N	\$13.66	\$21.46
Traffic Signal Technician	H-11	N	\$15.41	\$23.99

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Traffic Signs & Markings Mechanic	H-08	N	\$12.86	\$20.17
Traffic Signs & Markings Mechanic, Senior	H-09	N	\$13.66	\$21.46
Traffic Technician	G-05	N	\$23,190	\$38,394
Training Coordinator	G-13	E	\$37,660	\$64,334
Training Specialist	G-06	N	\$11.84	\$19.61
Tree Maintenance Assistant	H-07	N	\$12.10	\$19.19
Tree Maintenance Specialist	H-10	N	\$14.51	\$22.69
Utilities Locator	G-08	N	\$27,785	\$45,999
Utility Crew Supervisor	H-12	N	\$16.38	\$26.00
Utility Pipeline Inspector I	G-10	N	\$31,370	\$51,972
Utility Pipeline Inspector II	G-11	N	\$33,345	\$56,963
Utility Pipeline Inspector Supervisor	G-14	N	\$40,015	\$68,346
Utility Pipeline Inspector, Senior	G-13	N	\$37,660	\$64,334
Valve Inspector	H-10	N	\$14.51	\$22.69
Valve Maintenance Specialist	H-13	N	\$17.40	\$27.57
Vector Control Superintendent	G-17	E	\$47,985	\$81,981
Vector Control Technician	H-09	N	\$13.66	\$21.46
Victim/Witness Program Coordinator	G-11	E	\$33,345	\$56,963
Victim/Witness Program Coordinator, Senior	G-14	E	\$40,015	\$68,346
Video Production Assistant	G-08	N	\$27,785	\$45,999
Video Production Specialist	G-12	N	\$35,425	\$60,503
Video Production Specialist, Senior	G-14	N	\$40,015	\$68,346
Video Services and Communications Administrator	G-19	E	\$54,215	\$92,608
Video Technician	G-11	N	\$33,345	\$56,963
Volunteer Services Coordinator	G-15	E	\$42,525	\$72,637
Warehouse Manager	G-14	E	\$40,015	\$68,346
Wastewater Inspector	G-12	N	\$35,425	\$60,503
Wastewater Pump Station Maintenance Supervisor	G-14	E	\$40,015	\$68,346
Water Distribution Operations Coordinator	G-16	E	\$45,150	\$77,120
Water Distribution Superintendent	G-18	E	\$51,055	\$87,209
Water Pumping Station Supervisor	G-11	N	\$33,345	\$56,963
Water Pumping Station Technician I	G-08	N	\$27,785	\$45,999
Water Pumping Station Technician II	G-10	N	\$31,370	\$51,972
Water Quality Manager	G-19	E	\$54,215	\$92,608
Water Resources Planner	G-16	E	\$45,150	\$77,120
Water Service Inspector	G-10	N	\$31,370	\$51,972
Water Service Representative I	G-04	N	\$21,835	\$36,174
Water Service Representative II	G-06	N	\$24,630	\$40,797
Water Service Representative, Senior	G-07	N	\$26,160	\$43,317
Water Service Supervisor	G-11	N	\$33,345	\$56,963
Water Systems Inspection Coordinator	G-13	N	\$37,660	\$64,334
Water Systems Inspector I	G-08	N	\$27,785	\$45,999
Water Systems Inspector II	G-10	N	\$31,370	\$51,972
Water Treatment Plant Manager	G-21	E	\$61,215	\$104,576
Water Treatment Plant Operator 1st Class	G-13	N	\$37,660	\$64,334
Water Treatment Plant Operator 2nd Class	G-11	N	\$33,345	\$56,963
Water Treatment Plant Operator 3rd Class	G-10	N	\$31,370	\$51,972
Water Treatment Plant Operator 4th Class	G-08	N	\$27,785	\$45,999
Water Treatment Plant Operator Trainee	G-07	N	\$26,160	\$43,317
Water Treatment Plant Shift Supervisor	G-16	N	\$45,150	\$77,120
Water Treatment Plant Superintendent	G-18	E	\$51,055	\$87,209
Watershed Inspector	G-11	N	\$33,345	\$56,963
Watershed Property Administrator	G-17	E	\$47,985	\$81,981

## GENERAL & HOURLY SCHEDULE

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Waterworks Emergency Response Inspector	G-10	N	\$31,370	\$51,972
Waterworks Mechanical & Structural Maintenance Superintendent	G-18	E	\$51,055	\$87,209
Waterworks Public Education & Information Specialist	G-14	E	\$40,015	\$68,346
Web Developer I	G-13	E	\$37,660	\$64,334
Web Developer II	G-16	E	\$45,150	\$77,120
Web Developer, Senior	G-18	E	\$51,055	\$87,209
Web Development Manager	G-21	E	\$61,215	\$104,576
Wireless Communications Supervisor	G-17	E	\$47,985	\$81,981
Wireless Communications Technician	G-14	N	\$40,015	\$68,346
Wireless Communications Technician, Senior	G-16	N	\$45,150	\$77,120
Workers' Compensation Program Coordinator	G-15	E	\$42,525	\$72,637
Youth Program Specialist	G-12	E	\$35,425	\$60,503
Zoning Administrator	G-17	E	\$47,985	\$81,981
Zoning Coordinator	G-12	N	\$35,425	\$60,503

## FIRE & POLICE SCHEDULE

<b>FP-01</b>	<b>Entry (A)</b>	<b>B</b>	<b>C</b>
	(0-6 mos)	(6-12 mos)	(1-2 yrs )
Firefighter/Medic Recruit	\$36,000	\$37,000	\$38,000
Police Officer Recruit			
<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>
Assistant Fire Marshal I	FP-09	N	\$40,890
Assistant Fire Marshal II	FP-10	N	\$50,680
Deputy Fire Marshal	FP-12	E	\$62,100
Fire Captain	FP-11	N	\$59,140
Fire Lieutenant	FP-10	N	\$50,680
Firefighter Specialist, Master	FP-07	N	\$42,645
Firefighter Specialist, Senior	FP-04	N	\$39,500
Firefighter, Master	FP-06	N	\$42,080
Firefighter, Senior	FP-03	N	\$38,000
Firefighter/Medic	FP-02	N	\$38,000
Firefighter/Medic Technician, Master	FP-07	N	\$42,645
Firefighter/Medic Technician, Senior	FP-04	N	\$39,500
Firefighter/Medic, Master	FP-08	N	\$44,000
Firefighter/Medic, Senior	FP-05	N	\$41,180
Police Lieutenant	FP-12	E	\$62,100
Police Officer	FP-02	N	\$38,000
Police Officer, Master	FP-08	N	\$44,000
Police Officer, Senior	FP-05	N	\$41,180
Police Sergeant	FP-10	N	\$50,680
			\$80,132

**PART-TIME & TEMPORARY SCHEDULE (X-PT)**  
**NON-EXEMPT**

<b>POSITION TITLE</b>	<b>ENTRY</b>	<b>STEP 1</b>	<b>STEP 2</b>
Assistant Summer Center Supervisor	\$7.55	\$7.85	\$8.15
Bus Driver & Counselor	\$7.55	\$7.85	\$8.15
Child Care Assistant	\$7.55	N/A	N/A
Clerical Aide	\$7.25	\$7.30	\$7.35
Concessions Attendant	\$7.55	\$7.85	\$8.15
EOC Assistant	\$10.00	N/A	N/A
Facilitation Specialist	\$14.00 - \$20.00	N/A	N/A
Facility Attendant I	\$7.35	\$7.45	\$7.55
Facility Attendant II	\$7.55	\$7.85	\$8.15
Lead Concessions Attendant	\$8.15	\$8.45	\$8.75
Lead Facility Attendant	\$8.15	\$8.45	\$8.75
Lead Lifeguard I	\$11.20	\$11.50	N/A
Lead Lifeguard II	\$11.70	\$12.05	N/A
Library Page	\$7.25	\$7.30	\$7.35
Lifeguard I	\$8.90	N/A	N/A
Lifeguard II	\$9.20	\$9.55	N/A
Lifeguard, Senior	\$9.80	\$10.20	N/A
Maintenance & Groundskeeper Aide I	\$7.35	\$7.45	\$7.55
Maintenance & Groundskeeper Aide II	\$8.15	\$8.45	\$8.75
Marina Attendant I	\$7.55	\$7.85	\$8.15
Marina Attendant II	\$8.15	\$8.45	\$8.75
Marshal	\$7.25	\$7.30	\$7.35
Range & Cart Attendant	\$7.25	\$7.30	\$7.35
Ranger Aide I	\$7.55	\$7.85	\$8.15
Ranger Aide II	\$8.75	\$9.05	\$9.50
Recreation Aide	\$7.25	\$7.30	\$7.35
Recreation Leader	\$7.35	\$7.45	\$7.55
Recreation Program Leader I	\$8.15	\$8.45	\$8.75
Recreation Program Leader II	\$8.75	\$9.05	\$9.50
School Age Program Aide	\$7.25	\$7.30	\$7.35
School Age Program Facilitator	\$8.75	\$9.05	\$9.50
School Age Program Leader	\$7.35	\$7.45	\$7.55
Shallow Water Attendant	\$8.20	\$8.50	N/A
Starter	\$7.25	\$7.30	\$7.35
Summer Center Supervisor	\$8.75	\$9.05	\$9.50
Tennis Center Attendant I	\$7.35	\$7.45	\$7.55
Tennis Center Attendant II	\$7.55	\$7.85	\$8.15
Tennis Center Supervisor	\$8.75	\$9.05	\$9.50
Therapeutic Program Counselor I	\$8.15	\$8.45	\$8.75
Therapeutic Program Counselor II	\$8.75	\$9.05	\$9.50
Traffic Counter	\$7.55	\$7.85	\$8.15
Water Fitness Instructor I	\$16.00	\$17.00	\$18.00

**PART-TIME & TEMPORARY SCHEDULE (X-PT)**  
**NON-EXEMPT**

<b>POSITION TITLE</b>	<b>ENTRY</b>	<b>STEP 1</b>	<b>STEP 2</b>
Water Fitness Instructor II	\$19.00	\$20.00	\$22.00
Water Instructor Trainer	\$20.00	\$22.00	\$24.00
Water Safety Instructor Aide	\$7.50	\$7.90	\$8.30
Water Safety Instructor I	\$12.00	\$12.75	\$13.50
Water Safety Instructor II	\$14.00	\$14.75	\$15.50
Water Safety Instructor, Senior	\$16.00	\$17.00	\$18.00

## SWORN EMPLOYEES OF THE SHERIFF

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>STEP 1</b>
Deputy I	DS-01	N	\$30,970	\$31,595
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<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Captain	DS-06	N	\$51,000	\$81,892
Colonel	DS-09	N	\$67,830	\$108,914
Corporal	DS-03	N	\$34,280	\$57,304
Deputy II	DS-02	N	\$32,210	\$52,060
Lieutenant	DS-05	N	\$44,370	\$74,449
Lieutenant - IT Analyst	DS-05	N	\$44,370	\$74,449
Lieutenant - Public Info Officer	DS-05	N	\$44,370	\$74,449
Lt. Colonel	DS-08	N	\$61,710	\$99,078
Major	DS-07	N	\$56,100	\$90,071
Master Deputy	DS-03	N	\$34,280	\$57,304
Master Sergeant	DS-04	N	\$39,270	\$65,897
Sergeant	DS-04	N	\$39,270	\$65,897

## NON-SWORN EMPLOYEES OF THE SHERIFF

<b>POSITION TITLE</b>	<b>GRADE</b>	<b>FLSA</b>	<b>ENTRY</b>	<b>MAX</b>
Clerk Typist - State	CS-02	N	\$24,200	\$46,371
Lids Technician I	CS-03	N	\$27,785	\$48,893
Lids Technician II	CS-05	N	\$41,060	\$71,830
Medical Director	CS-05	E	\$41,060	\$71,830
Registered Nurse	CS-05	N	\$41,060	\$71,830
Secretary I	CS-01	N	\$20,250	\$37,950
Secretary II	CS-02	N	\$24,200	\$46,371